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ABSTRACT

This publication provides comparative data on educational institutions that are members of the Association of Theological Schools (ATS) in the United States and Canada. The tables and graphs are based on data supplied by the 219 ATS member schools on the 1993 ATS Annual Report Forms. Five chapters present data on: (1) institutional characteristics, such as the ratio of full-time (FT) faculty to part-time (PT) faculty, the ratio of full-time equivalent (FTE) students to FTE faculty, and the ratio of endowment to current fund expenditures; (2) enrollment, such as the ratio of applicants accepted to applicants matriculated the age of students by gender and degree; (3) personnel compensation, including administrator and faculty compensation by size, denomination, and type of school; (4) finances, including tuition, overall revenue structure, and scholarship aid; and (5) development, including sources and purposes of gifts. (MDM)

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1993-94

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Table of Contents

The Association of Theological Schools in the United States and Canada i
Introduction: How to use this Fact Book iii
Comparable Data iv
ATS Approved Degree Programs v
Full-Time Equivalency (FTE) vi
Racial/Ethnic Categories vii
ATS Denomination Codes viii

Chapter I Institutional Characteristics

Introduction 1
Definitions of Headings in Table 1.01 2
Table 1.01A Total Number of Member Schools in 1993 3
Table 1.01 Significant Institutional Characteristics of Each Member School 4
Table 1.03 ATS Membership Status and Changes 14
Table 1.02 Summary of Selected Institutional Characteristics 14
Table 1.04A Distribution of Schools by Total Enrollment—Head Count (HC) 16
Table 1.04B Distribution of Schools by Full-Time Equivalent (FTE) Enrollment 18
Graph 1.04C HC/FTE for 1993 20
Table 1.06 Educational Program Levels of Accredited Schools 20

Chapter II Enrollment

Introduction 23
Table 2.01 Number of Applications, Acceptances, and Enrollees 24
Table 2.02 Number Initially Enrolled Each Year 24
Table 2.03 Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1993 26
Table 2.04A Total Head Count (HC) Enrollment in Member Schools 28
Graph 2.04A 28
Graph 2.04B 30
Table 2.04B Total Full-Time Equivalent (FTE) Enrollment in Member Schools 30
Table 2.05 Comparative Enrollments: Total Past Year HC vs. Fall 1992 HC 32
Graph 2.05 32
Table 2.06 Comparable Enrollments: Same Institutions Reporting—HC 34
Table 2.07 Comparison of Total Enrollment—Total Individuals (HC) and FTE 34
Table 2.10 Total Enrollment by Degree Types—HC and FTE 36
Graph 2.10-1 36
Graph 2.10-2 39
Graph 2.10-3 HC/FTE Enrollment by Degree Type 39
Table 2.12 Enrollment by Degree—HC and FTE 40
Graph 2.12 Enrollment by Degree Head Count 42
Table 2.13 Head Count/(FTE) Enrollment by Individual Degree Programs Total Enrollment Per School/Per Degree 42
Table 2.20A Enrollment Summary by Degree, Gender, and Race—Head Count 72
Table 2.20B Four-Year Enrollment Summary by Degree for Underrepresented Constituencies 76
Table 2.21 Enrollment Summary by Degree, Gender, and Age—Head Count 82
Table 2.23 Denominational Affiliation of Current Enrollment—Head Count 86
Table 2.29 Total Completions from Member Schools 90
Table 2.30 Total Completions by Degree Type 90
Table 2.31 Comparisons Between New Enrollees and Completions 92
Graphs 2.31A and 2.31B 92

Chapter III Personnel Compensation

Introduction 95
Table 3.12A Trends in Total Compensation Averages—Accredited U.S. Schools 96
Table 3.12B Trends in Total Compensation Averages—Accredited Canadian Schools 98
Table 3.13 Trends in Total Compensation Averages—All Nonaccredited Schools in U.S. Dollars 100
Table 3.17 Compensation With and Without Housing Benefits, Salaries, and Other Benefits—All Schools in U.S. Dollars 102
Table 3.18 Compensation Comparisons by Size, Accredited or Nonaccredited Status, Country, and Highest Degree—All Schools in U.S. Dollars 105
Table 3.19 Compensation Comparisons by Denomination of School—Groups with Four or More Schools 119
Table 3.21 Distribution of Administrative and Faculty Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools 133
Table 3.22 Distribution of Full Professor Compensation by Gender—All Canadian Schools 136
Table 3.23 Distribution of Full Professor Compensation by Gender—All U.S. Schools 138

Chapter IV Finances: Tuition Costs, Revenues, and Expenditures

Introduction 141
Table 4.01 Tuition and Fees 142
Table 4.05 Average Tuition Charges 148
Table 4.08 Revenue and Expenditures Per FTE Student 151
Table 4.10 Revenue Sources Expressed as a Percentage of Total Revenue—All Schools 154
Table 4.14 Revenue Sources as a Percentage of Total Revenue—Roman Catholic and Non-Roman Catholic Schools 156
Table 4.15 Revenue Sources Expressed as a Percentage of Total Revenue Non/Interdenominational and Denominational Schools 156
Table 4.23 Expenditure Sources as a Percentage of Total Expenditures—All Schools 158
Table 4.24 Expenditure Sources as a Percentage of Total Expenditures—Roman Catholic and Non-Roman Catholic Schools 158
Table 4.25 Expenditure Sources as a Percentage of Total Expenditures and Mandatory Transfers—Non/Interdenominational and Denominational Schools 160
Graph 4.25 160
Table 4.26 Average Educational and General Expenditures Per FTE Student 162
Table 4.28 Trends in Total Financial Data—All Schools 164
Table 4.29 Ratio of Surplus or (Deficit) to Total Revenues—All Schools 166
Table 4.30 Ratio of Net Educational and General (E&G) Surplus or (Deficit) to Total Revenues—All Schools 166
Table 4.33 Endowment Assets in U.S. Thousands at Market Value—All Schools 168

Chapter V Development

Introduction 171
Table 5.01 Total Giving by Source 172
Table 5.02 Sources of Gifts by Type of School 172
Table 5.03 Sources of Gifts by University Relationship of School 174
Table 5.04 Purposes of Operational and Capital Gifts 176
Table 5.05 Purposes of Gifts for Current Operations by Type of School 178
Table 5.06 Gifts for Capital Purposes by Type of School 180
Table 5.07 Purposes of Gifts for Current Operations by University Relationship 182
Table 5.08 Gifts for Capital Purposes by University Relationship 184

The Association of Theological Schools in the United States and Canada

The Association of Theological Schools in the United States and Canada (ATS) is recognized by the United States Department of Education and the Commission on Recognition of Postsecondary Accreditation for the accreditation of graduate, professional theological education. During the 1993-94 academic year, the Association's membership was comprised of 219 Protestant, Roman Catholic, and Orthodox theological schools. During the 1994-95 academic year, its membership included 226 theological schools that are representative of the broad spectrum of denominational, ecclesiastical, and theological perspectives evident in North America.

The purpose of the Association is the improvement of theological education. It seeks to achieve this purpose through accreditation and program services for its member schools. The Association began in 1918 as a conference of theological schools that met biennially. In 1936, it became an association, adopted standards for judging quality, and in 1938 established a list of accredited schools.

The Association provides numerous services to its members which are designed to improve and enhance theological education. Some of these include grants and fellowships for faculty scholarship and research, leadership development seminars for presidents and trustees, data collection and information services on theological education, a faculty grants resource center, publications, and numerous conferences and seminars for theological school personnel.

The *Fact Book on Theological Education* has been published annually since 1969. It provides statistical data on the ATS member schools in five areas: institutional characteristics, enrollment, personnel compensation, finances, and development. The *Fact Book* is compiled from annual reports submitted each year by the member schools.

Introduction
How to use this *Fact Book*

The *Fact Book on Theological Education* is published by The Association of Theological Schools to provide data on its member institutions and information that institutions can use for comparative analysis in relation to their peers. This information can assist institutional efforts in planning and evaluation to assure long-term viability and ongoing effectiveness.

The *Fact Book* is divided into five chapters that focus on areas considered to be important for strategic planning and institutional evaluation. Depending on the particular size, denominational family, and type of school, some areas are more critical than others. It is important to study them in light of an institution's peer group and past performance. Periodically, within the text, a set of questions is offered to assist the reader in his or her analysis of the data. Indicators within the strategic areas include:

Institutional Characteristics

- Ratio of Full-Time Faculty to Part-Time Faculty
- Ratio of Full-Time Equivalent (FTE) Students to FTE Faculty
- Relation of Head Count (HC) to FTE Students
- Ratio of Endowment to Current Fund Expenditures

Enrollment

- Ratio of Applicants Accepted to Applicants Matriculated
- Ratio of New Matriculated Students to Percent of Completions
- Ratio of HC to FTE by Degree Program
- Degree Program Enrollment in Relation to Mission Statement of Institution
- Age by Gender and Degree
- Diversity of Student Body in Relation to School's Mission

Personnel Compensation

- Administrator Compensation Peer Analysis by Size, Denomination, and Type of School

Faculty Compensation Peer Analysis by Rank in Relation to Size, Denomination, and Type of School

Ratio of Salary in Relation to Housing and Other Benefits

Finances

Tuition by Degree Compared by Size, Denomination, and Region of School

Overall Revenue Structure

Overall Expenditures—Proportional Spending

Excess (Deficit) of Current Fund Revenues over Current Fund Expenditures

Plant Operations and Maintenance Expenditures as a Percent of Total Current Fund Expenditures

Scholarship Aid as a Percent of Tuition and Fees

Development

Sources of Giving by Categories in Relation to Denomination and School Type

Purposes of Gifts—Operational and Capital by Denomination and School Type

The tables and graphs are based on data supplied by the ATS member schools on the 1993 ATS Annual Report Forms as required by the Association. Not all information requested on the forms is reported in the *Fact Book*. Information is reported as of the fall of 1993 on the following data: Enrollment (EF-1 through EF-6), Admissions (A-1), Salaries (S-1), and Personnel (P-1). Information is reported for the Fiscal Year 1992-93 on Development (D-1), Finance (F-1), Library (L-1), and Completions (C-1). Both fall of 1993 and Fiscal Year 1992-93 data are reported on the Institutional Characteristics (IC-1) form.

For further information on specific data, member school personnel may refer to the ATS 1993 Annual Report Forms that provide definitions of categories. Where possible, the forms from which data were retrieved are indicated for specific chapters and tables.

Comparable Data

The number of schools reporting enrollment data will always be at least three fewer than the total number of member schools. One of these three is Toronto School of Theology, the individual member schools of which report enrollment. The other two (Berkeley and Bexley Hall), while they retain their corporate identity, are part of larger institutions (Yale and Colgate Rochester, respectively) that report enrollment.

Comparison of 1988-89 through 1993-94 editions of the *Fact Book* with those editions published earlier should be done very carefully, if at all. Reporting on the

ATS Annual Report Forms changed in 1988, and the data reflect these changes. The number of member schools is not constant and some schools do not report all data. Comparisons between Biennial Meeting years are potentially more accurate because new members are not admitted between Biennial Meetings.

Because of variations in the calculation of Full-Time Equivalent enrollment (FTE) since 1988, this edition of the *Fact Book* has recalculated FTE from prior years for accuracy of comparison with the current data. These changes make comparisons of FTE data in this *Fact Book* to earlier editions inaccurate.

Degree categories were re-organized in 1991 to reflect more accurately degree descriptions. Thus, degree categories from years 1991 and later cannot be compared with pre-1991 years, although they can be compared with each other. The following is a list of the degree programs that ATS approves:

ATS Approved Degree Programs

Professional Master of Divinity Degree Program

M.Div. - Master of Divinity

Professional Master Degree Programs

M.R.E. - Master in Religious Education
M.C.M. - Master in Church Music
M.A.R.E. - Master of Arts in Religious Education
M.A. in Special - Master of Arts in a defined specialization
M.C.E. - Master of Christian Education
M.P.S. - Master of Pastoral Studies
M.S.M. - Master of Sacred Music

Academic Master Degree Programs

M.A. - Master of Arts
M.A.R. - Master of Arts in Religion
M.A.R.S. - Master of Arts (Religious Studies)
M.T.S. - Master of Theological Studies
M.A.T.S. - Master of Arts (Theological Studies)

Professional Doctoral Programs

D. Min. - Doctor of Ministry
D. Miss. - Doctor of Missiology
Ed.D. - Doctor of Education
S.M.D. - Doctor of Sacred Music
D.M.A. - Doctor of Musical Arts
D.C.M. - Doctor of Church Music

Advanced Research and Academic Degree Programs

S.T.M. - Master of Sacred Theology
Th.M. - Master of Theology
M.Th. - Master of Theology
Th.D. - Doctor of Theology
S.T.D. - Doctor of Sacred Theology
Ph.D. - Doctor of Philosophy

Full-Time Equivalency (FTE)

Full-Time Equivalency (FTE) is calculated by ATS in the following two ways, in accordance with the Integrated Post-Secondary Data System or IPEDS that is published by the U.S. Department of Education:

For all doctoral programs the FTE equals the Head Count.

For all master level programs FTE is computed in the following manner:

Divide the total number of credits required for the degree by the number of semesters or quarters prescribed for degree duration to determine the average academic load. To calculate FTE, divide the total of credit hours taken by all students in a given degree program in a semester or quarter by the average academic load for the same period of time.

For Example: An M.Div. degree requires 90 semester hours, and the school considers the degree to be typically six semesters. The average academic load would be 90 divided by 6, or 15 hours per semester.

If all M.Div. students complete a total of 600 hours for the semester, and the average academic load is 15, then the FTE would be 600 divided by 15, or 40 students.

Racial/Ethnic Categories

ATS uses the Racial/Ethnic Categories as defined by IPEDS. The definitions are as follows:

Non-Resident Alien	A person who is not a citizen or national of the United States or Canada and who is in the country on a visa or temporary basis and does not have the right to remain indefinitely.
Black, non-Hispanic	A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).
American Indian or Alaskan Native	A person having origins in any of the original peoples of North America who maintains cultural identification through tribal affiliation or community recognition.
Asian or Pacific Islander	A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.
Hispanic	A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
White, non-Hispanic	A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).
Race/Ethnicity Unknown or Unavailable	Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group.

ATS Denomination Codes

ADCHCH	Advent Christian Church
ADVSVD	Seventh-day Adventist
AFRMEP	African Methodist Episcopal
AFRMEZ	African Methodist Episcopal Zion
AMBCUS	American Baptist Churches in the USA*
ANGCHC	Anglican Church of Canada
AREFPC	Associate Reformed Presbyterian Church
ASGSPC	Associated Gospel Churches of Canada
ASYGOD	Assemblies of God
BPCVOQ	Baptist Convention of Ontario and Quebec
BPGNCF	Baptist General Conference
BPMSAA	Baptist Missionary Association of America
BPUNWC	Baptist Union of Western Canada
BRCHAO	Brethren Church (Ashland, Ohio)
BRCHCH	Brethren in Christ Church
CBPFEL	Cooperative Baptist Fellowship
CCHCHC	Christian Churches and Churches of Christ
CCONCC	Conference of Congregational Christian Churches
CFMENI	Conference of Mennonites
CGODAI	Church of God (Anderson, Indiana)
CGODCT	Church of God (Cleveland, Tennessee)
CGODGC	Churches of God, General Conference
CGODIC	Church of God in Christ
CHBRET	Church of the Brethren
CHCHDC	Christian Church (Disciples of Christ)
CHMEEP	Christian Methodist Episcopal
CHMSAL	Christian and Missionary Alliance
CHPBRE	Christian Brethren (Plymouth Brethren)
CHREFC	Christian Reformed Church
CHRNAZ	Church of the Nazarene
CHUCHR	Churches of Christ
CMPRCH	Cumberland Presbyterian Church
CNBPAA	Conservative Baptist Association of America
EPISCH	Episcopal Church
EVCGCH	Evangelical Congregational Church
EVCHCA	Evangelical Church in Canada
EVCVCH	Evangelical Covenant Church
EVFORM	Evangelical Formosan Church
EVFRCA	Evangelical Free Church of America
EVFRCC	Evangelical Free Church of Canada

EVLCAM	Evangelical Lutheran Church in America*
EVLUCA	Evangelical Lutheran Church in Canada
EVLUCH	Evangelical Lutheran Church
EVPRCH	Evangelical Presbyterian Church
FEVBCBC	Fellowship of Evangelical Baptist Churches in Canada
FRMECH	Free Methodist Church
FRRELS	Friends, Religious Society of
FSQGCH	Foursquare Gospel Church
GBSCNC	General Baptist State Convention, N.C.
GCNJER	New Jerusalem, General Church of
GCSWED	Swedenborgian Church, General Convention
GNCFMC	General Conference Mennonite Church
GROXNS	Greek Orthodox Archdiocese in N./S. America
INDBAP	Independent Baptist
INMECH	Independent Methodist
INTERDEN	Interdenominational
JEWISH	Jewish
LUCHCA	Lutheran Church-Canada
LUCHMS	The Lutheran Church-Missouri Synod
MBRCNA	Mennonite Brethren Church in N.A.
MENCHU	Mennonite Church
MENOTH	Mennonite, Other
MISSCC	Missionary Church in Canada
MNCHCA	Mennonite Church (Canada)
MORCHA	Moravian Church in America
MUSLIM	Muslim
NA	Not Available
NABPCF	North American Baptist Conference
NDENOM	Nondenominational
NTLBCV	National Baptist Convention
OTHER	Other
OXCHAM	Orthodox Church in America
OXOTHR	Orthodox, Other
OXPRES	Orthodox Presbyterian
PENTAC	Pentecostal Assemblies of Canada
PRCHAM	Presbyterian Church in America
PRCHCA	Presbyterian Church in Canada
PRCHUS	Presbyterian Church (U.S.A.)*
RCOTH	Roman Catholic, Other
RCTHCN	Roman Catholic, Canada

RCTHUS	Roman Catholic, United States
RFCHAM	Reformed Church in America
RFCHCA	Reformed Church in Canada
RFPRES	Reformed Presbyterian
ROMCTH	Roman Catholic
SALVAR	Salvation Army
SBCONV	Southern Baptist Convention*
SDBGCF	Seventh Day Baptist General Conference
UNBCAP	United Baptist Convention (Atlantic Province)
UNCHCA	United Church of Canada
UNCHCH	United Church of Christ
UNEBFC	Union d'Eglises Baptistes Francaises au Canada
UNMECH	United Methodist Church*
UNTUNV	Unitarian Universalist
WESLCH	Wesleyan Church
WIEVLS	Wisconsin Evangelical Lutheran Synod

* Indicates the largest denomination in terms of number of members within the particular denominational family.

Chapter I
Institutional Characteristics

Introduction

This chapter describes the ATS membership in terms of the most common identifying institutional characteristics: Enrollment, Finances, Library, and Faculty. The tables are provided so that schools may do their own comparative analyses. Most information comes from data provided in the Annual Report Forms; some comes from information provided in membership application materials.

QUESTIONS TO CONSIDER

1. *What changes are occurring in enrollment patterns? If there is a significant change, why is it occurring?*
2. *What impact does the increase in part-time students have on institutional services? On student/faculty ratio?*
3. *Has your institution altered its programs to accommodate part-time students? Have additional part-time faculty been hired?*
4. *How has the total enrollment of your school changed over time?*
5. *Do you see similar shifts in HC/FTE ratios with peer institutions?*
6. *Has the ratio of your endowment to current fund expenditures changed? How does it compare to peer institutions?*

Table 1.01: Significant Institutional Characteristics of Each Member School

Table 1.01, which begins on page 4, reflects data from the fall 1993 Annual Report Forms, specifically, from the EF-1, F-1, L-1, and P-1&2. Included, as well, is some enrollment information from the same sources from the fall 1992 Annual Report Forms.

Accredited status is reported as of the December 1993 meeting of the Commission on Accrediting.

In some instances, library volumes include total university resources.

In Table 1.01, Canadian schools report in Canadian dollars, U.S. schools report in U.S. dollars.

Definitions of Headings in Table 1.01

Current Fund data is taken from the ATS Annual Report Form, Finance (F-1), Part B.

Canadian Schools report in Canadian Dollars, U.S. Schools report in U.S. Dollars.

ATS Accreditation Status — There are three classes of membership in the Association: Accredited, Candidate for Accredited Membership, and Associate Member. Criteria for membership are listed in: *ATS Constitution and Dues Structure, Bulletin 41, Part 1,* and *ATS Procedures, Standards, and Criteria for Membership, Bulletin 41, Part 3.* Status is reported as of the December 1993 meeting of the Commission on Accrediting.

U/I — University/College Affiliated or Independent/Freestanding. The classification of "University Affiliated" is restricted to schools of theology that are an integral part of a larger institution that possesses at least two other professional schools or departments at the graduate level. This is a category that has been used for many years to indicate the broader level of resources available to those theological schools.

Predominant Race — Reflects the predominant racial/ethnic category of enrolled students at the institution. For definitions of categories, see the Introduction to the *Fact Book.*

Province/State — Indicates geographical location, using U.S. Postal Code abbreviations.

Denomination — Denomination is that listed by a school when it applies for membership. A list of denominational codes is found in the Introduction. When more than one denomination is indicated, the main denomination is listed or, in the case of multiple listings, the identification is indicated as interdenominational.

Current Fund Expenditures —

E & G — Total Educational and General Expenditures and Transfers. This includes Instruction & Net Academic Support, Research, Public Service, Library, Student Services, Admissions, Institutional Support, Operation and Maintenance of Plant, Mandatory Transfers and Debt Repayments, and Scholarships and Fellowships.

Total — Total Current Fund Expenditures and Transfers includes E & G plus Auxiliary/Ancillary Enterprises.

Endowment — The market value of endowment assets at the end of the fiscal year.

Full-Time and Part-Time Faculty — These are listed as reported by the school on the ATS Annual Report Forms P-1&2 (Part-Time Faculty). Full-Time Faculty are those receiving a full-time salary at an ATS member school and who teach more than 50% of the time. Part-Time Faculty are (1) those teaching on a part-time basis

throughout the year; (2) those teaching part-time for a year or two; (3) those teaching full-time for only part of the year, except those on sabbatical leave and those who are on-site field supervisors.

Faculty FTE — The Full-Time Equivalent Faculty is found by dividing the total number of courses taught by all part-time faculty by the average teaching load of a full-time faculty member and then adding to that the total of all reported full-time faculty. This information is reported on the ATS Annual Report Form P-2.

Library Volumes — Includes data from the ATS Annual Report Form, Library (L-1), Part D. Those figures with asterisks include data for the entire university.

Head Count — Head Count is based on total enrollment as reported on the ATS Annual Report Forms. The previous year's enrollment is also shown.

FTE — Full-Time Equivalent is based on the total FTE as reported on the ATS Annual Report Form, Enrollment (EF-1). FTE is defined in the instruction to the Annual Report Forms, as well as in the Introduction to this volume. FTE is also shown for the previous year.

TABLE 1.01A

Total Number of Member Schools in 1993

	US	CANADA	TOTAL
Accredited	165	24	189
Candidate	7	0	7
Associate	15	8	23
TOTAL	187	32	219

**Berkeley Divinity School at Yale and Bexley Hall at Colgate-Rochester are counted as separately accredited schools, but their ATS Annual Report Forms are filed jointly with Yale and Colgate-Rochester, respectively, and therefore do not appear in Table 1.01.

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Name	ATS Accred Status	U / I	Predom Race	Prov/ State	Denom-ination	Current Fund Expenditures (in Thousands $) E&G	Total	Endow-ment $mill
Acadia Divinity College	ACCRED	I	WHITE	NS	BPCVOQ	$1884	$1884	$2.3
Alliance Theological Seminary	ACCRED	I	WHITE	NY	CHMSAL	$2114	$2244	$1.1
American Baptist Seminary of the West	ACCRED	I	WHITE	CA	AMBCUS	$1275	$1424	$4.3
Anderson University School of Theology	ACCRED	I	WHITE	IN	CGODAI	$1203	$1203	$0.0
Andover Newton Theological School	ACCRED	I	WHITE	MA	AMBCUS	$6373	$6727	$16.2
Aquinas Institute of Theology	ACCRED	I	WHITE	MO	RCTHUS	$1035	$1035	$0.6
Asbury Theological Seminary	ACCRED	I	WHITE	KY	INTERDEN	$8222	$9129	$66.3
Ashland Theological Seminary	ACCRED	U	WHITE	OH	BRCHAO	$2462	$2543	$3.1
Assemblies of God Theological Seminary	ACCRED	I	WHITE	MO	ASYGOD	$2042	$2113	$0.0
Associated Canadian Theological Schools	ASSOC	I	WHITE	BC	EVFRCC	$760	$804	$0.0
Associated Mennonite Biblical Seminary	ACCRED	I	WHITE	IN	MENCHU	$2317	$2451	$4.4
Athenaeum of Ohio	ACCRED	I	WHITE	OH	RCTHUS	$2245	$2489	$5.5
Atlantic School of Theology	ACCRED	I	WHITE	NS	INTERDEN	$1665	$1908	$0.3
Austin Presbyterian Theological Seminary	ACCRED	I	WHITE	TX	PRCHUS	$3927	$4310	$59.5
Azusa Pacific University	ACCRED	U	WHITE	CA	INTERDEN	$1243	$1243	$0.2
Bangor Theological Seminary	ACCRED	I	WHITE	ME	UNCHCH	$2257	$2294	$5.3
Baptist Missionary Association	ASSOC	I	WHITE	TX	BPMSAA	$569	$638	$0.4
Beeson Divinity School	ASSOC	U	WHITE	AL	SBCONV	$2124	$2124	$0.0
Bethany Theological Seminary	ACCRED	I	WHITE	IN	CHBRET	$1832	$1989	$4.6
Bethel Theological Seminary	ACCRED	I	WHITE	MN	BPGNCF	$3722	$4103	$0.0
Biblical Theological Seminary	ASSOC	I	WHITE	PA	NDENOM	$1454	$1552	$0.4
Boston University School of Theology	ACCRED	U	WHITE	MA	UNMECH	$4027	$4027	$24.7
Brite Divinity School	ACCRED	U	WHITE	TX	CHCHDC	$3327	$3466	$31.4
Calvin Theological Seminary	ACCRED	I	WHITE	MI	CHREFC	$2702	$2873	$2.8
Canadian Theological Seminary	ACCRED	I	WHITE	SK	CHMSAL	$1205	$1407	$0.1
Candler School of Theology	ACCRED	U	WHITE	GA	UNMECH	$10523	$10830	$0.0
Capital Bible Seminary	ASSOC	I	WHITE	MD	NDENOM	$581	$766	$0.0
Catholic Theological Union	ACCRED	I	WHITE	IL	RCTHUS	$3049	$4013	$1.7
Catholic University of America	ACCRED	U	WHITE	DC	RCTHUS	$2160	$2382	$60.8
Central Baptist Theological Seminary	ACCRED	I	WHITE	KS	AMBCUS	$1470	$1582	$3.7
Chicago Theological Seminary	ACCRED	I	WHITE	IL	UNCHCH	$2347	$2592	$7.9
Christ The King Seminary	ACCRED	I	WHITE	NY	RCTHUS	$1355	$1561	$1.3
Christian Theological Seminary	ACCRED	I	WHITE	IN	CHCHDC	$4744	$5197	$50.8
Church Divinity School of the Pacific	ACCRED	I	WHITE	CA	EPISCH	$2671	$2929	$8.2
Church of God School of Theology	ACCRED	I	WHITE	TN	CGODCT	$1981	$1981	$1.5
Cincinnati Bible Seminary	ASSOC	I	WHITE	OH	CCHCHC	$1056	$1158	$0.0
Claremont School of Theology	ACCRED	I	WHITE	CA	UNMECH	$4785	$4988	$11.7
Colgate Rochester Divinity School/	ACCRED	I	WHITE	NY	AMBCUS	$4072	$4514	$31.8
Columbia International University	ACCRED	I	WHITE	SC	NDENOM	$3481	$3951	$1.3
Columbia Theological Seminary	ACCRED	I	WHITE	GA	PRCHUS	$5621	$6387	$53.8
Concordia Lutheran Seminary (ALBRT)	ASSOC	I	WHITE	AB	LUCHCA	$637	$654	$0.0
Concordia Lutheran Theological Seminary (ONT)	ASSOC	I	WHITE	ON	LUCHCA	$768	$783	$0.0
Concordia Seminary (MO)	ACCRED	I	WHITE	MO	LUCHMS	$7417	$9221	$12.0
Concordia Theological Seminary (IN)	ACCRED	I	WHITE	IN	LUCHMS	$6653	$7841	$3.8
Covenant Theological Seminary	ACCRED	I	WHITE	MO	PRCHAM	$3200	$3393	$6.6
Dallas Theological Seminary	CAND	I	WHITE	TX	NDENOM	$10050	$11723	$1.5

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Faculty			Library	Enrollment				
			Vol	Head Count		FTE		
F.T.	P.T.	FTE	Thous.	1993	1992	1993	1992	Name
8	6	8.0	88	151	155	151	120	Acadia Divinity College
13	14	15.1	27	228	239	132	146	Alliance Theological Seminary
3	11	6.5	374[1]	57	53	37	40	American Baptist Seminary of the West
12	7	14.0	229	114	119	86	79	Anderson University School of Theology
16	69	26.0	222	499	500	333	349	Andover Newton Theological School
13	4	14.5	0	103	104	60	50	Aquinas Institute of Theology
32	26	36.3	186	852	811	662	516	Asbury Theological Seminary
15	34	24.0	68	562	536	446	385	Ashland Theological Seminary
12	7	14.3	69	349	301	250	223	Assemblies of God Theological Seminary
11	14	15.0	35	272	201	160	131	Associated Canadian Theological Schools
7	4	8.4	103	141	159	83	98	Associated Mennonite Biblical Seminary**
9	30	15.5	71	236	241	200	195	Athenaeum of Ohio
9	17	14.0	67	119	109	82	84	Atlantic School of Theology
15	20	29.6	146	332	300	263	231	Austin Presbyterian Theological Seminary
4	8	8.0	115	205	217	205	193	Azusa Pacific University
8	19	14.3	128	193	175	133	112	Bangor Theological Seminary
6	4	8.7	61	82	68	54	44	Baptist Missionary Association
5	8	8.7	50	164	107	126	71	Beeson Divinity School
5	19	13.0	132	99	93	68	67	Bethany Theological Seminary
18	24	23.9	200	488	478	413	402	Bethel Theological Seminary
8	17	13.6	48	254	255	184	180	Biblical Theological Seminary
19	27	28.6	130	567	568	529	526	Boston University School of Theology
15	6	21.0	109	264	238	219	206	Brite Divinity School
17	7	18.0	476	235	228	199	188	Calvin Theological Seminary
9	23	19.0	69	188	183	137	137	Canadian Theological Seminary
37	47	53.1	456	734	660	668	606	Candler School of Theology
4	1	5.0	57	122	132	72	63	Capital Bible Seminary
27	17	32.7	100	298	316	212	245	Catholic Theological Union
20	9	23.0	304	124	160	124	145	Catholic University of America
6	7	8.5	82	84	99	73	67	Central Baptist Theological Seminary
9	1	14.0	109	205	212	175	183	Chicago Theological Seminary
7	6	8.5	132	109	105	71	74	Christ The King Seminary
14	13	16.6	132	352	305	307	264	Christian Theological Seminary
7	6	8.5	374[1]	81	88	81	86	Church Divinity School of the Pacific
9	5	11.0	64	249	239	202	196	Church of God School of Theology
1	22	2.3	85	296	265	204	265	Cincinnati Bible Seminary
22	40	34.0	138	332	327	255	258	Claremont School of Theology
11	0	11.0	279[2]	220	224	127	138	Colgate Rochester Divinity School/
22	27	28.5	84	401	774	329	467	Columbia International University
22	18	26.6	117	646	636	530	557	Columbia Theological Seminary
4	4	4.2	19	31	36	30	33	Concordia Lutheran Seminary (ALBRT)
4	3	4.8	25	44	45	30	34	Concordia Lutheran Theological Seminary (ONT)
26	11	28.2	209	566	526	509	489	Concordia Seminary (MO)
20	6	22.1	141	436	463	402	439	Concordia Theological Seminary (IN)
12	19	16.0	68	500	436	306	259	Covenant Theological Seminary
36	15	41.5	145	1221	1125	752	721	Dallas Theological Seminary

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Name	ATS Accred Status	U / I	Predom Race	Prov/ State	Denom-ination	Current Fund Expenditures (in Thousands $) E&G	Total	Endow-ment $mill
De Sales School of Theology	ACCRED	I	WHITE	DC	RCTHUS	$357	$357	$0.1
Denver Conservative Baptist Seminary	ACCRED	I	WHITE	CO	CNBPAA	$3758	$4248	$3.7
Dominican House of Studies	ACCRED	I	WHITE	DC	RCTHUS	$678	$1001	$2.6
Dominican School of Philosophy and Theology	ACCRED	I	WHITE	CA	RCTHUS	$939	$939	$0.6
Dominican Study Center of Bayamon Central Univ.	ASSOC	U	HISPN	PR	RCTHUS	$143	$143	$0.0
Drew University Theological School	ACCRED	U	WHITE	NJ	UNMECH	$6217	$7406	$24.2
Duke University Divinity School	ACCRED	U	WHITE	NC	UNMECH	$7322	$7322	$0.0
Earlham School of Religion	ACCRED	I	WHITE	IN	FRRELS	$1144	$1262	$12.3
Eastern Baptist Theological Seminary	ACCRED	I	WHITE	PA	AMBCUS	$3175	$3293	$6.6
Eastern Mennonite Seminary	ACCRED	I	WHITE	VA	MENCHU	$1284	$1308	$0.7
Eden Theological Seminary	ACCRED	I	WHITE	MO	UNCHCH	$3749	$3956	8.1
Edmonton Baptist Seminary	ASSOC	I	WHITE	AB	NABPCF	$472	$565	$0.2
Emmanuel College of Victoria University	ACCRED	I	WHITE	ON	UNCHCA	$2768	$3042	$9.4
Emmanuel School of Religion	ACCRED	I	WHITE	TN	CCHCHC	$1655	$1738	$4.7
Episcopal Divinity School	ACCRED	I	WHITE	MA	EPISCH	$3781	$4095	$25.7
Episcopal Theological Seminary of the Southwest	ACCRED	I	WHITE	TX	EPISCH	$2070	$2339	$15.6
Erskine Theological Seminary	ACCRED	I	WHITE	SC	AREFPC	$916	$924	$1.8
Evangelical School of Theology	ACCRED	I	WHITE	PA	EVCGCH	$1110	$1110	$1.9
Evangelical Seminary of Puerto Rico	ACCRED	I	HISPN	PR	INTERDEN	$932	$948	$0.8
Franciscan School of Theology	ACCRED	I	WHITE	CA	RCTHUS	$992	$1051	$0.0
Fuller Theological Seminary	ACCRED	I	WHITE	CA	INTERDEN	$19964	$22214	$29.9
Garrett-Evangelical Theological Seminary	ACCRED	I	WHITE	IL	UNMECH	$5501	$6372	$17.9
(The) General Theological Seminary	ACCRED	I	WHITE	NY	EPISCH	$4007	$5066	$34.9
Golden Gate Baptist Theological Seminary	ACCRED	I	WHITE	CA	SBCONV	$4344	$5248	$4.8
Gordon-Conwell Theological Seminary	ACCRED	I	WHITE	MA	NA	$7719	$8887	$18.1
Graduate Theological Union	ACCRED	I	WHITE	CA	INTERDEN	$2358	$3398	$8.7
Harding Graduate School of Religion	ASSOC	I	WHITE	TN	CHUCHR	$1501	$1876	$0.0
Hartford Seminary	ACCRED	I	WHITE	CT	INTERDEN	$3294	$3503	$24.2
Harvard University Divinity School	ACCRED	U	WHITE	MA	INTERDEN	$12730	$12823	$114.2
Holy Cross Greek Orthodox School of Theology	ACCRED	I	WHITE	MA	GROXNS	$3868	$4688	$7.8
Hood Theological Seminary	ASSOC	I	BLACK	NC	AFRMEZ	$422	$422	$0.0
Houston Graduate School of Theology	ASSOC	I	WHITE	TX	FRRELS	$653	$680	$0.2
Howard University School of Divinity	ACCRED	U	BLACK	DC	NDENOM	$2812	$2812	$1.9
Huron College Faculty of Theology	ACCRED	I	WHITE	ON	ANGCHC	$841	$841	$4.0
Iliff School of Theology	ACCRED	I	WHITE	CO	UNMECH	$5017	$5269	$22.2
Immaculate Conception Seminary	ACCRED	U	WHITE	NJ	RCTHUS	$2893	$3065	$0.0
Interdenominational Theological Center	ACCRED	I	BLACK	GA	INTERDEN	$6105	$6176	$7.6
International School of Theology	CAND	I	WHITE	CA	NDENOM	$1380	$1497	$1.5
Jesuit School of Theology at Berkeley	ACCRED	I	WHITE	CA	RCTHUS	$2542	$2640	$0.0
Joint Board of Theological Colleges	ACCRED	I	WHITE	QC	INTERDEN	$0.0	$0.0	$0.0
Kenrick-Glennon Seminary	ACCRED	I	WHITE	MO	RCTHUS	$2088	$2392	$0.0
Knox College	ACCRED	I	WHITE	ON	PRCHCA	$1696	$2703	$4.0
Lancaster Theological Seminary	ACCRED	I	WHITE	PA	UNCHCH	$2623	$2673	$6.2
Lexington Theological Seminary	ACCRED	I	WHITE	KY	CHCHDC	$2610	$2829	$15.4
Liberty Baptist Theological Seminary	ASSOC	U	WHITE	VA	INDBAP	$0	$0	$0
Lincoln Christian Seminary	ACCRED	I	WHITE	IL	CCHCHC	$758	$940	$0.0

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Faculty			Library	Enrollment				
			Vol	Head Count		FTE		
F.T.	P.T.	FTE	Thous.	1993	1992	1993	1992	Name
7	7	9.0	60[3]	45	47	28	26	De Sales School of Theology
17	0	17.0	133	631	628	435	414	Denver Conservative Baptist Seminary
7	4	9.0	66	30	37	30	30	Dominican House of Studies
10	7	13.3	374[1]	75	73	59	55	Dominican School of Philosophy and Theology
2	5	10.0	21	88	87	88	87	Dominican Study Center of Bayamon Central Univ.
22	50	34.6	433	640	451	588	362	Drew University Theological School
28	59	77.6	287	573	568	499	489	Duke University Divinity School
9	3	10.0	340	54	49	46	36	Earlham School of Religion
9	38	17.7	114	340	367	244	96	Eastern Baptist Theological Seminary
7	13	9.6	63	112	103	77	68	Eastern Mennonite Seminary
12	5	12.8	84	247	244	198	211	Eden Theological Seminary
5	11	6.4	54	93	92	39	51	Edmonton Baptist Seminary
9	8	12.0	65	249	237	172	168	Emmanuel College of Victoria University
6	8	8.7	81	165	158	93	88	Emmanuel School of Religion
11	9	12.1	272	131	126	111	104	Episcopal Divinity School
10	1	10.5	99	66	68	66	68	Episcopal Theological Seminary of the Southwest
11	6	12.0	199	262	226	204	187	Erskine Theological Seminary
6	5	8.3	59	88	102	56	57	Evangelical School of Theology
7	8	8.5	52	163	150	112	98	Evangelical Seminary of Puerto Rico
7	7	9.5	374[1]	74	77	64	64	Franciscan School of Theology
48	159	94.5	200[4]	2968	2868	2080	2068	Fuller Theological Seminary
25	70	46.0	294	518	478	416	402	Garrett-Evangelical Theological Seminary
12	6	14.0	232	128	134	110	104	(The) General Theological Seminary
18	44	38.0	139	966	872	577	508	Golden Gate aptist Theological Seminary
29	64	43.9	150	947	856	564	493	Gordon-Conwell Theological Seminary
4	2	4.8	374	338	349	334	340	Graduate Theological Union
8	7	10.0	91	176	195	106	101	Harding Graduate School of Religion
8	12	12.8	71	233	236	160	122	Hartford Seminary
19	45	29.2	420	585	578	508	489	Harvard University Divinity School
6	5	8.0	106	90	114	89	101	Holy Cross Greek Orthodox School of Theology
4	4	6.0	31	72	48	47	39	Hood Theological Seminary
9	1	9.3	45	166	149	107	84	Houston Graduate School of Theology
9	15	14.0	109	188	187	174	156	Howard University School of Divinity
7	3	8.0	40	82	66	45	39	Huron College Faculty of Theology
16	34	22.2	175	320	350	259	274	Iliff School of Theology
11	19	17.3	75	182	192	175	155	Immaculate Conception Seminary
19	24	20.8	27	383	592	320	550	Interdenominational Theological Center
8	3	9.0	40	92	107	46	60	International School of Theology
20	5	23.4	374[1]	232	221	163	141	Jesuit School of Theology at Berkeley
0	10	0	74[5]	14	13	14	13	Joint Board of Theological Colleges
8	8	8.0	75	80	66	61	66	Kenrick-Glennon Seminary
8	0	8.0	71	127	123	97	100	Knox College
10	11	14.0	132	207	212	166	212	Lancaster Theological Seminary
9	4	10.5	121	181	166	140	138	Lexington Theological Seminary
10	0	10.0	186	216	225	134	176	Liberty Baptist Theological Seminary
6	5	7.7	97	230	213	118	106	Lincoln Christian Seminary

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Name	ATS Accred Status	U / I	Predom Race	Prov/ State	Denom-ination	Current Fund Expenditures (in Thousands $) E&G	Total	Endow-ment $mill
Louisville Presbyterian Theological Seminary	ACCRED	I	WHITE	KY	PRCHUS	$4276	$4883	$40.5
Loyola University Chicago Institute of Pastoral Studies	ASSOC	U	WHITE	IL	RCTHUS	$3033	$3033	$0.0
Luther Northwestern Theological Seminary	ACCRED	I	WHITE	MN	EVLCAM	$8815	$11330	$23.6
Lutheran School of Theology at Chicago	ACCRED	I	WHITE	IL	EVLCAM	$4510	$5758	$7.1
Lutheran Theological Seminary -SASK	ACCRED	I	WHITE	SK	EVLUCA	$750	$750	$1.4
Lutheran Theological Seminary at Gettysburg	ACCRED	I	WHITE	PA	EVLCAM	$3079	$3422	$11.1
Lutheran Theological Seminary at Philadelphia	ACCRED	I	WHITE	PA	EVLCAM	$3356	$3775	$24.6
Lutheran Theological Southern Seminary	ACCRED	I	WHITE	SC	EVLCAM	$2607	$2834	$9.2
Maryknoll School of Theology	ACCRED	I	WHITE	NY	RCTHUS	$1930	$1970	$1.2
McCormick Theological Seminary	ACCRED	I	WHITE	IL	PRCHUS	$7064	$7220	$60.6
McGill University Faculty of Religious Studies	ACCRED	U	WHITE	QC	INTERDEN	$1785	$1785	$2.5
McMaster Divinity College	ACCRED	U	WHITE	ON	BPCVOQ	$1520	$1520	$2.5
Meadville/Lombard Theological School	ACCRED	I	WHITE	IL	UNTUNV	$1530	$1627	$9.5
Memphis Theological Seminary	ACCRED	I	WHITE	TN	CMPRCH	$1221	$1226	$3.3
Mennonite Brethren Biblical Seminary	ACCRED	I	WHITE	CA	MBRCNA	$1714	$1723	$0.0
Methodist Theological School in Ohio	ACCRED	I	WHITE	OH	UNMECH	$3547	$3997	$10.9
Midwestern Baptist Theological Seminary	ACCRED	I	WHITE	MO	SBCONV	$3263	$4001	$2.8
Moravian Theological Seminary	ACCRED	I	WHITE	PA	MORCHA	$1084	$1155	$7.1
Mount Angel Seminary	ACCRED	I	WHITE	OR	RCTHUS	$2001	$2217	$1.6
Mount Saint Mary's Seminary	ACCRED	I	WHITE	MD	RCTHUS	$1423	$2062	$2.6
Multnomah Biblical Seminary	CAND	I	WHITE	OR	NDENOM	$1492	$1660	$0.1
Nashotah House	ACCRED	I	WHITE	WI	EPISCH	$1589	$1872	$6.4
Nazarene Theological Seminary	ACCRED	I	WHITE	MO	CHRNAZ	$2157	$2225	$0.0
New Brunswick Theological Seminary	ACCRED	I	WHITE	NJ	RFCHAM	$1924	$2235	$6.2
New Orleans Baptist Theological Seminary	ACCRED	I	WHITE	LA	SBCONV	$6709	$9032	$8.6
New York Theological Seminary	ACCRED	I	BLACK	NY	INTERDEN	$2623	$2744	$4.9
Newman Theological College	ACCRED	I	WHITE	AB	RCTHCN	$1143	$1296	$3.0
North American Baptist Seminary	ACCRED	I	WHITE	SD	NABPCF	$1790	$2322	$2.0
North Park Theological Seminary	ACCRED	I	WHITE	IL	EVCCAM	$2080	$2086	$0.0
Northern Baptist Theological Seminary	ACCRED	I	WHITE	IL	AMBCUS	$2337	$2749	$5.2
Notre Dame Seminary	ACCRED	I	WHITE	LA	RCTHUS	$1490	$1722	$1.7
Oblate College	ACCRED	I	WHITE	DC	RCTHUS	$475	$475	$0.0
Oblate School of Theology	ACCRED	I	WHITE	TX	RCTHUS	$1353	$1354	$1.7
Ontario Theological Seminary	ACCRED	I	WHITE	ON	INTERDEN	$2419	$2630	$0.0
Oral Roberts University School of Theology	ACCRED	U	WHITE	OK	INTERDEN	$2982	$3493	$0.0
Pacific Lutheran Theological Seminary	ACCRED	I	WHITE	CA	EVLCAM	$2285	$2393	$2.7
Pacific School of Religion	ACCRED	I	WHITE	CA	UNCHCH	$3972	$4597	$26.1
Payne Theological Seminary	CAND	I	BLACK	OH	AFRMEP	$552	$552	$0.0
Perkins School of Theology	ACCRED	U	WHITE	TX	UNMECH	$7639	$7639	$65.8
Phillips Graduate Seminary	ACCRED	I	WHITE	OK	CHCHDC	$2133	$2221	$3.6
Pittsburgh Theological Seminary	ACCRED	I	WHITE	PA	PRCHUS	$0	$0	$0
Pontifical College Josephinum	ACCRED	I	WHITE	OH	RCTHUS	$1525	$1692	$13.3
Pope John XXIII National Seminary	ACCRED	I	WHITE	MA	RCTHUS	$1231	$1231	$1.1
Presbyterian School of Christian Education	ACCRED	I	WHITE	VA	PRCHUS	$2362	$2642	$6.0
Princeton Theological Seminary	ACCRED	I	WHITE	NJ	PRCHUS	$20794	$24668	$465.6
Providence College and Seminary	ACCRED	I	WHITE	MB	INTERDEN	$1041	$1372	$0.3
Queen's College, Newfoundland	ASSOC	I	WHITE	NF	ANGCHC	$552	$552	$0.4

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Significant Institutional Characteristics of Each Member School

Faculty			Library	Enrollment				
			Vol	Head Count		FTE		
F.T.	P.T.	FTE	Thous.	1993	1992	1993	1992	Name
13	25	13.0	116	243	224	251	209	Louisville Presbyterian Theological Seminary
11	80	38.0	0	263	256	144	136	Loyola Univ. Chicago Institute of Pastoral Studies
44	0	44.0	214	819	783	693	660	Luther Northwestern Theological Seminary
17	30	23.0	337[6]	365	389	320	344	Lutheran School of Theology at Chicago
6	2	6.3	47	97	110	72	66	Lutheran Theological Seminary -SASK
16	1	16.8	158	240	240	205	187	Lutheran Theological Seminary at Gettysburg
14	17	17.8	172	315	276	194	179	Lutheran Theological Seminary at Philadelphia
9	5	10.0	111	215	189	183	169	Lutheran Theological Southern Seminary
6	9	8.8	87	63	73	37	11	Maryknoll School of Theology
26	0	26.0	337	656	614	623	566	McCormick Theological Seminary
10	10	10.0	74[5]	143	124	83	95	McGill University Faculty of Religious Studies
8	8	10.0	1065*	108	106	69	52	McMaster Divinity College
4	0	4.0	100	69	39	55	36	Meadville/Lombard Theological School
9	8	11.3	78	216	192	146	124	Memphis Theological Seminary
7	10	8.7	62	125	111	71	65	Mennonite Brethren Biblical Seminary
16	23	21.8	110	227	227	167	177	Methodist Theological School in Ohio
15	41	21.5	102	408	431	330	341	Midwestern Baptist Theological Seminary
6	14	9.0	226	93	86	49	48	Moravian Theological Seminary
6	13	7.8	212	89	124	75	93	Mount Angel Seminary
10	8	11.0	37	136	138	153	144	Mount Saint Mary's Seminary
3	8	4.3	59	168	179	109	118	Multnomah Biblical Seminary
5	5	7.2	89	40	37	40	37	Nashotah House
15	7	18.0	88	321	325	319	264	Nazarene Theological Seminary
8	17	13.2	145	210	193	95	84	New Brunswick Theological Seminary
41	28	44.0	222	1102	2251	480	1092	New Orleans Baptist Theological Seminary
8	48	10.0	25	338	347	256	257	New York Theological Seminary
8	18	9.9	36	218	252	80	83	Newman Theological College
12	11	13.5	64	173	141	134	123	North American Baptist Seminary
13	21	15.8	77	177	162	113	121	North Park Theological Seminary
8	12	11.1	132	171	193	131	143	Northern Baptist Theological Seminary
10	12	16.0	97	116	119	94	113	Notre Dame Seminary
2	6	4.6	60[3]	31	20	32	22	Oblate College
5	9	10.5	36	136	138	90	78	Oblate School of Theology
12	18	17.0	62	549	531	357	323	Ontario Theological Seminary
19	26	26.5	122	604	552	489	454	Oral Roberts University School of Theology
12	16	16.3	374	128	123	136	131	Pacific Lutheran Theological Seminary
9	31	19.0	374	201	188	168	161	Pacific School of Religion
5	7	7.0	27	46	31	27	19	Payne Theological Seminary
24	10	28.0	252	391	371	338	302	Perkins School of Theology
9	28	19.0	113	221	206	146	132	Phillips Graduate Seminary
16	9	18.0	233	307	310	252	266	Pittsburgh Theological Seminary
9	5	11.5	113	81	81	92	74	Pontifical College Josephinum
6	9	10.8	56	62	62	62	62	Pope John XXIII National Seminary
8	6	9.5	283[4]	140	130	131	96	Presbyterian School of Christian Education
38	25	44.0	380	815	798	791	777	Princeton Theological Seminary
8	17	13.0	52	214	273	167	143	Providence College and Seminary
3	8	7.5	13	26	27	22	20	Queen's College, Newfoundland

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Name	ATS Accred Status	U / I	Predom Race	Prov/ State	Denom-ination	Current Fund Expenditures (in Thousands $) E&G	Total	Endow-ment $mill
Queen's Theological College	ACCRED	I	WHITE	ON	UNCHCA	$1150	$1150	$3.1
Reformed Presbyterian Theological Seminary	CAND	I	WHITE	PA	RFPRES	$435	$435	$0.9
Reformed Theological Seminary	ACCRED	I	WHITE	MS	INTERDEN	$6377	$7264	$12.9
Regent College	ACCRED	I	WHITE	BC	INTERDEN	$3538	$4318	$2.3
Regent University School of Divinity	ACCRED	U	WHITE	VA	NDENOM	$2713	$2944	$154.4
Regis College	ACCRED	I	WHITE	ON	RCTHCN	$2032	$2032	$0.8
Sacred Heart Major Seminary	ACCRED	I	WHITE	MI	RCTHUS	$940	$940	$0.4
Sacred Heart School of Theology	ACCRED	I	WHITE	WI	RCTHUS	$2854	$3379	$3.4
St. Andrew's College	ASSOC	I	WHITE	SK	UNCHCA	$1078	$1083	$3.2
St. Augustine's Seminary of Toronto	ACCRED	I	WHITE	ON	RCTHCN	$2317	$2940	$2.2
St. Bernard's Institute	ACCRED	I	WHITE	NY	RCTHUS	$566	$566	$1.2
Saint Charles Borromeo Seminary	ACCRED	I	WHITE	PA	RCTHUS	$3451	$4085	$11.5
Saint Francis Seminary	ACCRED	I	WHITE	WI	RCTHUS	$2174	$2174	$4.8
St. John's Seminary (CA)	ACCRED	I	WHITE	CA	RCTHUS	$3262	$3262	$17.4
St. John's Seminary (MA)	ACCRED	I	WHITE	MA	RCTHUS	$2185	$2618	$8.2
St. John's University School of Theology	ACCRED	I	WHITE	MN	RCTHUS	$1404	$1691	$6.9
St. Joseph's Seminary	ACCRED	I	WHITE	NY	RCTHUS	$2298	$2922	$0.0
Saint Mary Seminary	ACCRED	I	WHITE	OH	RCTHUS	$1034	$1318	$0.0
St. Mary's Seminary and Univ. School of Theology	ACCRED	I	WHITE	MD	RCTHUS	$3197	$3600	$28.8
St. Meinrad School of Theology	ACCRED	I	WHITE	IN	RCTHUS	$2221	$2856	$5.1
St. Patrick's Seminary	ACCRED	I	WHITE	CA	RCTHUS	$2084	$2442	$6.5
Saint Paul School of Theology	ACCRED	I	WHITE	MO	UNMECH	$2592	$3008	$6.7
Saint Paul Seminary School of Divinity	ACCRED	U	WHITE	MN	RCTHUS	$2205	$2434	$3.3
St. Peter's Seminary	ACCRED	I	WHITE	ON	RCTHCN	$1140	$1367	$0.0
St. Stephen's College	ASSOC	I	WHITE	AB	UNCHCA	$961	$961	$1.7
St. Thomas Theological Seminary	ACCRED	I	WHITE	CO	RCTHUS	$2216	$2624	$3.4
St. Vincent De Paul Regional Seminary	ACCRED	I	WHITE	FL	RCTHUS	$1649	$2014	$0.1
Saint Vincent Seminary	ACCRED	I	WHITE	PA	RCTHUS	$641	$760	$1.2
St. Vladimir's Orthodox Theological Seminary	ACCRED	I	WHITE	NY	OXCHAM	$1538	$2135	$4.7
S.S. Cyril & Methodius Seminary	CAND	I	WHITE	MI	RCTHUS	$685	$814	$4.3
San Francisco Theological Seminary	ACCRED	I	WHITE	CA	PRCHUS	$5738	$6669	$38.1
Seabury-Western Theological Seminary	ACCRED	I	WHITE	IL	EPISCH	$2337	$2805	$5.3
Seattle University Institute for Theological Studies	ACCRED	U	WHITE	WA	RCTHUS	$1055	$1055	$0.0
Seminary of the East	ASSOC	I	WHITE	PA	CNBPAA	$974	$974	$0.6
Seminary of the Immaculate Conception	CCRED	I	WHITE	NY	RCTHUS	$2694	$2712	$0.0
Seventh-day Adventist Theological Seminary	ACCRED	U	WHITE	MI	ADVSVD	$5076	$6006	$2.3
Shaw Divinity School	ASSOC	I	BLACK	NC	GBSCNC	$667	$667	$0.0
Southeastern Baptist Theological Seminary	ACCRED	I	WHITE	NC	SBCONV	$5344	$6369	$10.7
Southern Baptist Theological Seminary	ACCRED	I	WHITE	KY	SBCONV	$13965	$16258	$61.6
Southwestern Baptist Theological Seminary	ACCRED	I	WHITE	TX	SBCONV	$19308	$21850	$60.1
Starr King School for the Ministry	ACCRED	I	WHITE	CA	UNTUNV	$762	$762	$1.6
Swedenborg School of Religion	ASSOC	I	WHITE	MA	GCSWED	$514	$514	$1.7
Talbot School of Theology	ACCRED	U	WHITE	CA	INTERDEN	$4493	$5426	$0.1
Toronto School of Theology	ACCRED	I	WHITE	ON	INTERDEN	$871	$871	$0.5
Trinity College Faculty of Divinity	ACCRED	U	WHITE	ON	ANGCHC	$1893	$1963	$31.2
Trinity Episcopal School for Ministry	ACCRED	I	WHITE	PA	EPISCH	$1940	$2045	$1.2

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Faculty			Library Vol	Enrollment Head Count		Enrollment FTE		
F.T.	P.T.	FTE	Thous.	1993	1992	1993	1992	Name
13	0	13.0	33	97	93	65	59	Queen's Theological College
4	9	6.2	37	76	71	46	39	Reformed Presbyterian Theological Seminary
29	21	35.0	137	862	793	708	662	Reformed Theological Seminary
20	45	31.0	60	561	427	303	211	Regent College
8	3	9.0	29	262	241	191	206	Regent University School of Divinity
17	5	18.2	99	180	175	103	118	Regis College
8	15	10.0	68	68	84	42	47	Sacred Heart Major Seminary
15	12	16.9	80	139	175	104	124	Sacred Heart School of Theology
6	2	7.0	32	70	71	44	48	St. Andrew's College
8	19	12.3	25	117	137	75	90	St. Augustine's Seminary of Toronto
4	23	11.6	279[4]	110	112	48	45	St. Bernard's Institute
11	8	15.0	121	279	293	206	209	Saint Charles Borromeo Seminary
8	2	8.0	79	126	92	28	32	Saint Francis Seminary
0	9	3.0	68	133	138	131	166	St. John's Seminary (CA)
8	11	10.8	152	114	101	106	101	St. John's Seminary (MA)
6	14	10.3	341	112	87	80	72	St. John's University School of Theology
9	17	15.0	81	215	243	123	248	St. Joseph's Seminary
10	8	12.6	58	85	69	37	38	Saint Mary Seminary
10	32	16.0	100	244	216	137	160	St. Mary's Seminary and Univ. School of Theology
19	7	21.6	147	150	159	125	142	St. Meinrad School of Theology
7	16	11.0	92	63	83	63	82	St. Patrick's Seminary
13	29	18.3	81	298	294	223	231	Saint Paul School of Theology
8	27	11.0	89	115	100	76	92	Saint Paul Seminary School of Divinity
12	4	14.0	54	70	70	30	73	St. Peter's Seminary
3	4	3.0	10	182	211	157	189	St. Stephen's College
11	8	14.0	152	144	135	99	84	St. Thomas Theological Seminary
10	12	15.0	83	89	109	60	94	St. Vincent De Paul Regional Seminary
3	16	10.3	98	79	92	66	74	Saint Vincent Seminary
2	13	7.0	90	88	92	68	68	St. Vladimir's Orthodox Theological Seminary
10	6	11.0	82	84	78	36	39	S.S. Cyril & Methodius Seminary
14	39	24.0	374[1]	635	658	614	582	San Francisco Theological Seminary
10	13	15.2	294[4]	97	102	89	90	Seabury-Western Theological Seminary
6	29	10.8	19	179	136	98	85	Seattle University Institute for Theological Studies
9	22	15.5	3	134	105	73	102	Seminary of the East
8	15	11.0	42	189	193	106	108	Seminary of the Immaculate Conception
31	16	36.5	151	424	424	402	390	Seventh-day Adventist Theological Seminary
5	17	9.5	22	88	153	37	153	Shaw Divinity School
19	20	26.8	161	688	546	518	450	Southeastern Baptist Theological Seminary
64	55	81.8	349	1921	2270	1335	1544	Southern Baptist Theological Seminary
86	88	129.9	389	3458	3365	2569	2656	Southwestern Baptist Theological Seminary
3	17	6.7	374[1]	48	51	48	51	Starr King School for the Ministry
3	2	3.6	2	16	10	13	8	Swedenborg School of Religion
24	12	28.7	254	589	574	352	354	Talbot School of Theology
0	0	0	0	0	0	0	0	Toronto School of Theology
6	6	7.6	41	108	103	79	81	Trinity College Faculty of Divinity
9	5	11.0	58	134	122	90	87	Trinity Episcopal School for Ministry

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Name	ATS Accred Status	U / I	Predom Race	Prov/ State	Denom-ination	Current Fund Expenditures (in Thousands $) E&G	Total	Endow-ment $mill
Trinity Evangelical Divinity School	ACCRED	I	WHITE	IL	EVFRCA	$9265	$11941	$3.1
Trinity Lutheran Seminary	ACCRED	I	WHITE	OH	EVLCAM	$3887	$4197	$14.8
Union Theological Seminary (NY)	ACCRED	I	WHITE	NY	INTERDEN	$9848	$10868	$56.5
Union Theological Seminary in Virginia	ACCRED	I	WHITE	VA	PRCHUS	$7432	$8179	$70.4
United Theological Seminary (OH)	ACCRED	I	WHITE	OH	UNMECH	$0	$0	$0
United Theological Seminary of the Twin Cities	ACCRED	I	WHITE	MN	UNCHCH	$2384	$2511	$4.0
University of Chicago Divinity School	ACCRED	U	WHITE	IL	INTERDEN	$8920	$8920	$27.2
University of Dubuque Theological Seminary	ACCRED	I	WHITE	IA	PRCHUS	$3833	$3946	$0.0
University of Notre Dame Department of Theology	ACCRED	U	WHITE	IN	RCTHUS	$0.0	$0.0	$0.0
University of St. Mary of the Lake	ACCRED	I	WHITE	IL	RCTHUS	$3831	$5894	$0.2
University of St. Michael's College	ACCRED	I	WHITE	ON	RCTHCN	$2222	$2222	$2.9
University of St. Thomas School of Theology	ACCRED	U	WHITE	TX	RCTHUS	$859	$859	$0.0
University of the South School of Theology	ACCRED	I	WHITE	TN	EPISCH	$4600	$4922	$20.7
University of Winnipeg Faculty of Theology	ASSOC	I	WHITE	MB	INTERDEN	$613	$613	$0.0
Vancouver School of Theology	ACCRED	I	WHITE	BC	INTERDEN	$3013	$3836	$7.9
Vanderbilt University Divinity School	ACCRED	U	WHITE	TN	INTERDEN	$5506	$5506	$42.6
(Virginia)Protestant Episcopal Theol. Seminary	ACCRED	I	WHITE	VA	EPISCH	$6426	$7197	$63.3
Virginia Union University School of Theology	ACCRED	I	BLACK	VA	AMBCUS	$803	$803	$0.8
Wartburg Theological Seminary	ACCRED	I	WHITE	IA	EVLCAM	$3187	$3792	$9.1
Washington Theological Union	ACCRED	I	WHITE	MD	RCTHUS	$2605	$2756	$7.5
Waterloo Lutheran Seminary	ACCRED	I	WHITE	ON	EVLUCA	$1111	$1111	$3.0
Wesley Biblical Seminary	ACCRED	I	WHITE	MS	INTERDEN	$643	$669	$0.2
Wesley Theological Seminary	ACCRED	I	WHITE	DC	UNMECH	$4485	$4913	$8.9
Western Evangelical Seminary	ACCRED	I	WHITE	OR	INTERDEN	$2098	$2262	$1.8
Western Seminary	CAND	I	WHITE	OR	CNBPAA	$3056	$3169	$0.4
Western Theological Seminary	ACCRED	I	WHITE	MI	RFCHAM	$2298	$2625	$5.4
Westminster Theological Seminary	ACCRED	I	WHITE	PA	NDENOM	$3897	$4476	$1.7
Westminster Theological Seminary in CA	ASSOC	I	WHITE	CA	NDENOM	$1496	$1496	$0.0
Weston School of Theology	ACCRED	I	WHITE	MA	RCTHUS	$2650	$2919	$0.8
Winebrenner Theological Seminary	ACCRED	I	WHITE	OH	CGODGC	$872	$904	$0.3
Wycliffe College	ACCRED	I	WHITE	ON	ANGCHC	$1886	$1886	$6.0
Yale University Divinity School	ACCRED	U	WHITE	CT	INTERDEN	$7903	$8299	$46.0

TABLE 1.01

Significant Institutional Characteristics of Each Member School

Faculty			Library	Enrollment				
			Vol	Head Count		FTE		
F.T.	P.T.	FTE	Thous.	1993	1992	1993	1992	Name
36	36	46.3	156	1710	1633	1510	1390	Trinity Evangelical Divinity School
20	7	21.5	114	233	238	191	192	Trinity Lutheran Seminary
1	26	7.0	587	309	302	282	279	Union Theological Seminary (NY)
17	11	20.7	283[7]	259	264	251	258	Union Theological Seminary in Virginia
16	43	34.0	120	589	582	429	432	United Theological Seminary (OH)
12	12	14.2	74	254	236	179	165	United Theological Seminary of the Twin Cities
30	0	30.0	0	377	384	315	384	University of Chicago Divinity School
8	11	11.5	165	141	140	144	138	University of Dubuque Theological Seminary
36	3	38.3	226	207	161	207	161	University of Notre Dame Department of Theology
17	18	20.0	180	213	268	227	289	University of St. Mary of the Lake
14	18	16.0	111	278	271	217	200	University of St. Michael's College
7	11	12.0	48	211	191	145	164	University of St. Thomas School of Theology
7	10	10.0	120	152	150	133	127	University of the South School of Theology
3	36	18.0	520*	237	266	96	64	University of Winnipeg Faculty of Theology
11	10	15.3	79	115	123	93	102	Vancouver School of Theology
17	13	22.5	159	338	333	293	285	Vanderbilt University Divinity School
19	22	23.0	117	222	206	207	198	(Virginia) Protestant Episcopal Theol. Seminary
6	8	8.8	283[7]	515	621	507	613	Virginia Union University School of Theology
15	8	18.0	108	222	235	199	199	Wartburg Theological Seminary
20	27	29.0	58	245	242	166	181	Washington Theological Union
9	18	17.0	22	149	151	90	95	Waterloo Lutheran Seminary
5	11	7.5	46	96	86	96	45	Wesley Biblical Seminary
22	24	31.5	135	554	547	422	406	Wesley Theological Seminary
10	4	13.0	65	174	157	110	101	Western Evangelical Seminary
15	5	17.8	60	649	586	341	370	Western Seminary
12	8	13.3	107	145	152	103	114	Western Theological Seminary
13	12	17.6	101	554	557	458	474	Westminster Theological Seminary
6	11	8.6	42	178	142	163	110	Westminster Theological Seminary in CA
17	12	20.0	272	215	126	174	121	Weston School of Theology
6	8	8.0	38	86	72	46	45	Winebrenner Theological Seminary
7	4	8.0	27	151	116	117	91	Wycliffe College
18	16	21.0	385	392	401	361	367	Yale University Divinity School

\# Schools that are members of a cluster and share library resources are indicated by numbers from one to eight, with each number indicating a different cluster.

* Indicates that the school is reporting University library holdings.

** HC/FTE for 1992 is the combination of Goshen Biblical Seminary and Mennonite Biblical Seminary that merged in 1993.

Table 1.02: Summary of Selected Institutional Characteristics

Primarily African-American Schools:

Hood Theological Seminary
Howard University School of Divinity
Interdenominational Theological Center
New York Theological Seminary
Payne Theological Seminary
Shaw Divinity School
Virginia Union University School of Theology

Primarily Hispanic Schools:

Dominican Study Center of Bayamon Central University
Evangelical Seminary of Puerto Rico

Table 1.02 shows data for several types of schools in both number and percentage. It is based on all member schools. University-related schools are those related to a larger institution with at least two other graduate level professional schools or departments. Schools are classified as members of a cluster only if the relationship includes at least two other schools of theology. The clusters in The Association of Theological Schools are listed at the back of the ATS Directory. In addition, schools indicate denomination upon applying for membership to the Association.

Table 1.03: ATS Membership Status and Changes

For Definitions of Membership Status see:
ATS Constitution and Dues Structure, Bulletin 41,Part 1
ATS Procedures, Standards, and Criteria for Membership, Bulletin 41,Part 3

Table 1.03 reports changes in ATS membership status for the past 10 years. The Association has three categories of membership. Accredited members are those that, after self study and a comprehensive evaluation on the basis of Association standards, are granted accreditation by the Commission on Accrediting. The category of Candidate for Accredited Membership was initiated in 1980. Candidates are those institutions that, after review on the basis of Association procedures and standards, have been authorized by vote of the Commission on Accrediting to begin the self-study process leading to an accreditation review. Candidacy status is normally granted for two years. Associate members are those that have met the criteria for associate membership prescribed by the Association and have been recommended by the Commission on Accrediting and elected by a two-thirds vote of the accredited members at the Biennial Meeting. They must continue to meet minimal requirements for membership and standards of education which satisfy guidelines defined by the ATS.

TABLE 1.02

Summary of Selected Institutional Characteristics

Item	Number	Percent of All Schools
Schools integrally related to a University	31	14.2%
Schools holding membership in a cluster	98	44.7%
Schools that are primarily Asian	0	0.0%
Schools that are primarily Black	7	3.2%
Schools that are primarily Hispanic	2	0.9%
Schools that are primarily White	210	95.9%
Denominational Schools	182	83.1%
Interdenominational Schools	27	12.3%
Nondenominational Schools	10	4.6%
Canadian	32	14.6%

TABLE 1.03

ATS Membership Status and Changes

Status	1993 Changes	1993 Total	1992	1989	1984
Accredited	1	189	188	179	169
Non-Accredited					
Candidate	0	7	7	8	10
Associate	-2	23	25	18	21
TOTAL		219	220	205	200

Table 1.04A: Distribution of Schools by Total Enrollment— Head Count (HC)

Table 1.04A reports the size of member schools in six groups based on total enrollment (HC) of full-time and part-time students. The number of schools reporting enrollment is normally at least three fewer than the total number of member schools as found in Table 1.03. This is because these schools are either part of a larger institution (Berkeley Divinity School at Yale and Bexley Hall at Colgate Rochester); or are a part of a coordinating agency, in which all enrollment is reported by the constituent member schools (Toronto School of Theology). Increase is most consistent in the 151-300 range school category, with both upward and downward movements in other range categories.

TABLE 1.04A

Distribution of Schools by Enrollment Size

Enrollment Size	1984	1989	1992	1993
1-75	28	24	28	23
75-150	64	65	62	63
151-300	52	60	69	71
301-500	32	32	25	25
501-1000	14	16	27	28
Over 1000	7	5	6	6
Not Reporting	3	3	3	3
Total	200	205	220	219

GRAPH 1.04A

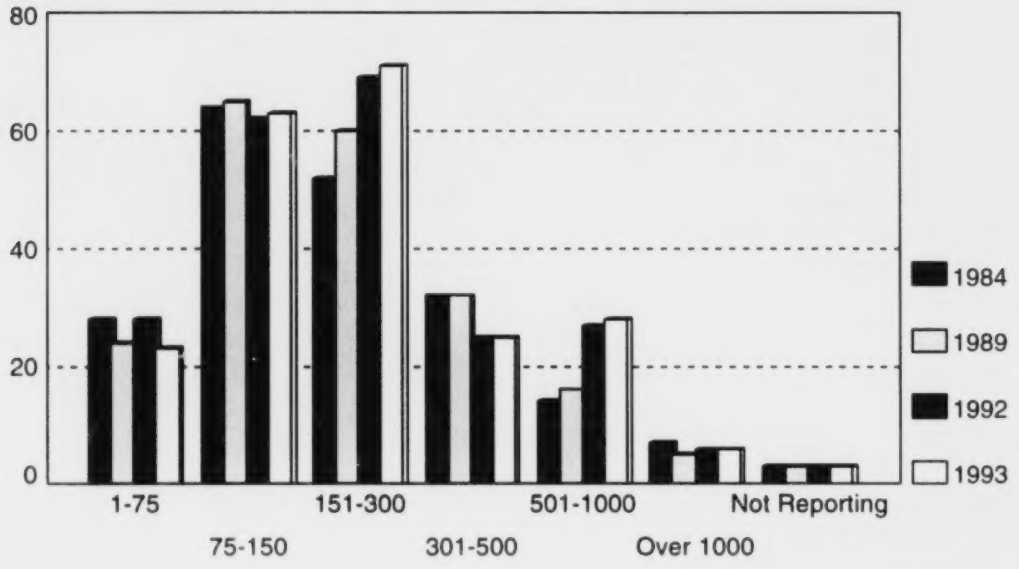


Table 1.04B: Distribution of Schools by Full-Time Equivalent (FTE) Enrollment

FTE is now calculated by the two following methods:

1. For all doctoral programs the FTE equals the Head Count.
2. For all masters' level programs FTE is computed in the following manner for ATS purposes.

Divide the total number of credits required for the degree by the number of semesters or quarters prescribed for degree duration to determine the average academic load (AAL).

To calculate FTE, divide the total of credit hours taken by all students in a given degree program in a semester, by the AAL for the same period of time.

For example: An M.Div. degree requires 90 semester hours, and the school considers the degree to be typically six semesters. The AAL would be 90/6 = 15 hours per semester.

If all M.Div. students complete a total of 600 hours for the semester, and the AAL = 15, then the FTE = 600/15 = 40.

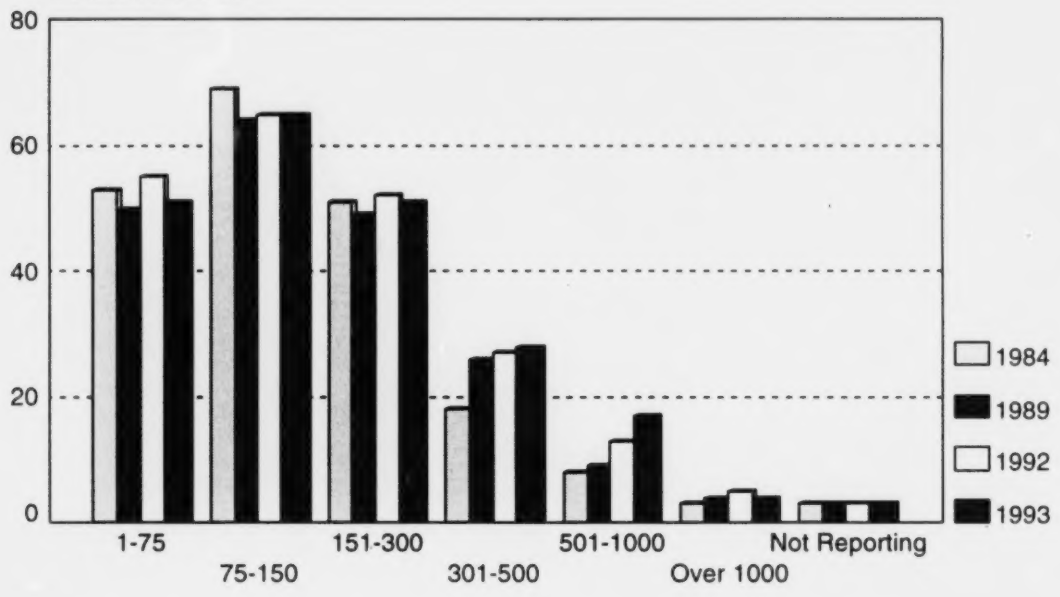
Table 1.04B reports the size of member schools in six groups based on FTE. Please see the information on the left for the conversion of part-time students to FTE. The total number of schools listed at the base of all columns is the total number of member schools reporting. Note how school size changes when making distinctions between HC and FTE. For further detail, see Graph 1.04C.

TABLE 1.04B

Distribution of Schools by FTE Enrollment

FTE Size	1984	1989	1992	1993
1 - 75	53	50	55	51
75-150	69	64	65	65
151-300	51	49	52	51
301-500	18	26	27	28
501-1000	8	9	13	17
Over 1000	3	4	5	4
Not Reporting	3	3	3	3
Total	205	205	220	219

GRAPH 1.04B



Graph 1.04C: HC/FTE for 1993

Graph 1.04C shows how the HC/FTE ratios affect the size of the school comparisons.

Graph 1.04C shows how the HC/FTE ratios affect the size of the school and the impact part-time students have on an institution. Twenty-eight schools move downward to the 1-75 range when counting by FTE. Additionally, there is a loss of 20 schools in the 151-300 range and 11 in the 501-1000 range. In any planning process, an institution must anticipate a full range of services for students as if they are full-time. But, in reality, they may receive tuition fees based only on part-time status of a sizable proportion of their student enrollment.

A comparison between 1984 and 1993 shows similar movement. In 1993, however, more schools shifted downward in size and it is the 151-300 range schools that are most affected by a larger number of part-time students. In 1984 the 301-500 range schools were most affected. Use of this information should be analyzed in relation to specific degree programs to understand the full impact of part-time students on institutional resources.

Table 1.06: Educational Program Levels of Accredited Schools

Definitions of terms can be found in *ATS Procedures, Standards, and Criteria for Membership, Bulletin 41, Part 3*, Standard XIII on Nomenclature.

Table 1.06 includes accredited schools as of the December 1993 meeting of the Commission on Accrediting that have reported degree programs in several major categories. The M.Div. is generally the first professional degree offered by all member schools. The increase in numbers can be accounted for by the change in the source of data from what schools were reporting on the IC-1 ATS Form to the permanent records in the Accreditation Office.

HC/FTE Comparison 1993

GRAPH 1.04C

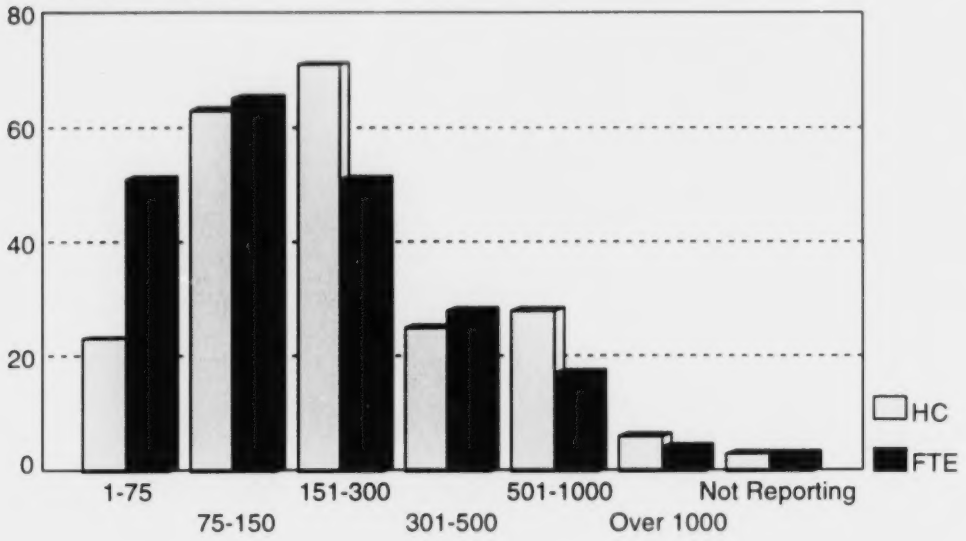


TABLE 1.06

Educational Program Levels of Accredited Schools

Level	Number of Schools at each level 1993	1992
M.A. Academic/M.A.R./M.T.S. Degree	179	153
M.A. Professional Degree/M.R.E.	95	80
M.Div.	212	180
D.Min./D.Miss./Ed.D./D.M.A. Degree	104	91
Other	30	29
Ph.D./Th.D./S.T.D.	38	46
Postbaccalaureate Certificate	58	40
Postsecondary Award, Certificate, Diploma	57	35
S.T.M./Th.M. Degree	75	64

Chapter II
Enrollment

Introduction

Enrollment trends are central to academic activity and institutional viability. Observing enrollment indicators can assist schools in making quality decisions about the addition or deletion of programs, shifting marketing strategy, or adjusting costs to attract and retain students.

The sections of the ATS Annual Report Forms on Admissions, Enrollment, and Completions (A-1, EF-1 through EF-6, and C-1) report Head Count (HC) and Full-Time Equivalent (FTE) enrollment by age, race, and denomination, and enrollment by specific degree programs, much of which is reflected in tables in this chapter. This chapter also includes a report of completions by degree program, their number and enrollment, and the number of first-year students.

QUESTIONS TO CONSIDER

1. *What impact does the changing enrollment picture have on faculty, staff, housing, class scheduling, degree offerings, and services?*
2. *Does your school have a recruitment/enrollment strategy?*
3. *Has your institution done an assessment of its recruitment and enrollment strategies?*
4. *Does your school use an enrollment management consultant service?*

The Introduction to the *Fact Book* contains information on comparability of data as well as a complete listing of all ATS approved degrees. Requirements for each degree may be found in *ATS Bulletin 41, Part 3, Procedures, Standards, and Criteria for Membership.*

Table 2.01: Number of Applications, Acceptances, and Enrollees

Information for this table was taken from the section entitled Admissions (A-1) of the ATS 1993 Annual Report Forms.

Applicant	A person formally requesting admission to a program.
Acceptance	Formal notification of admittance by a school.
Enrollee	A student who enrolls after being accepted.
Acceptance %	The number of applicants *accepted* divided by the number of applicants.
Enrollment %	The number of enrollees divided by the number of applicants accepted.

QUESTIONS TO CONSIDER

1. *What selection policies are used at your school?*
2. *Do these policies differ according to degrees?*
3. *How does your institution's percentage of acceptances in relationship to enrollment compare to ATS schools as a whole?*
4. *Is there any thought being given to a change in policy regarding your school's selection process?*

Table 2.02: Number Initially Enrolled Each Year

Table 2.02 makes use of the same data as Table 2.01 but presents the data as a five-year trend. Additional years will be added from the ATS Annual Report Forms in succeeding years. One sees a significant increase in the number of students over time, particularly in the M.A. and M.Div. programs. The reader must keep in mind that these increases are due in part to new schools that were admitted to ATS in 1990 and 1992. The 1993 data continues to show an increase in the M.A. programs. Added in 1993 for the first time are the categories: Advanced Academic Degrees, Certificate/Diploma Programs, and Special/Unclassified.

TABLE 2.01

Number of Applicants, Acceptances, and Enrollees

	M.A.	M.Div.	D.Min.	Other Doctorates
Total Applicants				
Fall 1993	7730	13787	1736	2673
Fall 1992	6956	12753	1785	2228
Total Acceptances				
Fall 1993	5972	10997	1408	956
Fall 1992	5255	10534	1361	953
Total Enrollees				
Fall 1993	4580	8249	1286	602
Fall 1992	4060	8366	1343	691
Acceptance %				
Fall 1993	77.3%	79.8%	81.1%	35.8%
Fall 1992	75.5%	82.6%	76.2%	42.8%
Enrollment %				
Fall 1993	76.7%	75.0%	91.3%	63.0%
Fall 1992	77.3%	79.4%	98.7%	72.5%

TABLE 2.02

Number Initially Enrolled Each Year

	Sep-1990	Sep-1991	Sep-1992	Sep-1993
M.A.	3268	3568	4060	4580
M.Div.	7365	7524	8366	8249
D.Min.	942	1272	1343	1286
Doctorates other than D.Min.	555	603	691	602

Table 2.03: Admission Policies as Reported Regarding Undergraduate GPA and GRE Scores: Fall 1993

The ATS Annual Report Forms request information on the minimum admission requirements for the cumulative undergraduate grade point average (GPA) and for the Graduate Record Exam (GRE). The lowest required score, the highest, and the average of all scores are listed. The grade point average is calculated on a four-point scale in which A=4, B=3, C=2, D=1. Any GPA reported on a different scale was converted to a four-point scale.

The GRE is an entrance examination for graduate programs that is administered by the Educational Testing Service (ETS) of Princeton, NJ. The GRE scores reported in this table divide the GRE into three categories for the purpose of analysis. In evaluating this data, keep in mind the number of schools reporting use of GRE scores.

TABLE 2.03

Admissions Policies Regarding Undergraduate GPA and GRE Scores

	M.A.	M.Div.	D.Min.	Other Doctorates
Number reporting as minimum GPA	137	157	35	19
Lowest minimum GPA	2.00	2.00	2.00	3.00
Highest minimum GPA	3.50	3.50	3.50	4.00
Average minimum GPA	2.61	2.45	2.84	3.32
Number reporting as minimum GRE quantitative	10	10	3	7
Lowest minimum GRE quantitative	400.00	200.00	400.00	500.00
Highest minimum GRE quantitative	550.00	550.00	568.00	600.00
Average minimum GRE quantitative	461.00	421.00	489.33	571.43
Number reporting as minimum GRE verbal	19	16	7	13
Lowest minimum GRE verbal	400.00	200.00	400.00	450.00
Highest minimum GRE verbal	600.00	620.00	550.00	650.00
Average minimum GRE verbal	495.79	471.25	475.71	572.31
Number reporting as minimum GRE analytical	11	12	5	6
Lowest minimum GRE analytical	400.00	200.00	400.00	500.00
Highest minimum GRE analytical	640.00	650.00	550.00	650.00
Average minimum GRE analytical	490.91	474.17	498.00	591.67

Table 2.04A: Total Head Count (HC) Enrollment in Member Schools

Please see the Introduction for comparability of data.

The "Schools Reporting" column of Table 2.04A shows the number of schools reporting enrollment data for each year. The total enrollment is divided into four categories that reflect three of the major degree programs, with all other programs combined in the fourth category. The M.Div. and Interns category includes all students reported as enrolled in a three- or four-year M.Div. program and those reported as interns. Interns are reported as enrolled when the internship is under the supervision of the school and is integral to the completion of the M.Div. degree. The Th.D., S.T.D., and Ph.D. are the traditional academic doctorates that constitute the major source for faculty of graduate level theological schools. The Doctor of Ministry is the highest level professional degree. With the number of schools held constant, the D.Min. program is the only one showing a sizable increase. The decline in "other" indicates shifts in Certificate programs. Institutions may wish to compare these shifts with their own changes over time.

Graph 2.04 A:

Graph 2.04A shows a slight decline in the M.Div. degree program in the early 1990s, with an increase again in 1992 and 1993. After some sizable increases in "other degree programs" in the early 1990s, there is now indication of a decline. These shifts reflect current discussions within some of our ATS schools as to whether or not schools have diversified too much and ought to refocus on the primary M.Div. degree.

TABLE 2.04A

Total Head Count Enrollment in Member Schools

Year	Schools Reporting	M.Div.& Interns	Th.D, S.T.D. & Ph.D.	D.Min.	Others	Total	Percent Change
1988	202	26,581	2,968	6,077	20,120	55,746	NA
1989	202	25,954	3,128	6,462	20,664	56,208	0.83%
1990	208	25,615	3,268	6,741	23,548	59,172	5.27%
1991	208	25,710	3,351	6,934	24,091	60,086	1.54%
1992	217	26,956	3,358	7,274	26,086	63,674	5.97%
1993	216	27,264	3,510	7,610	25,234	63,618	-0.09%

GRAPH 2.04A

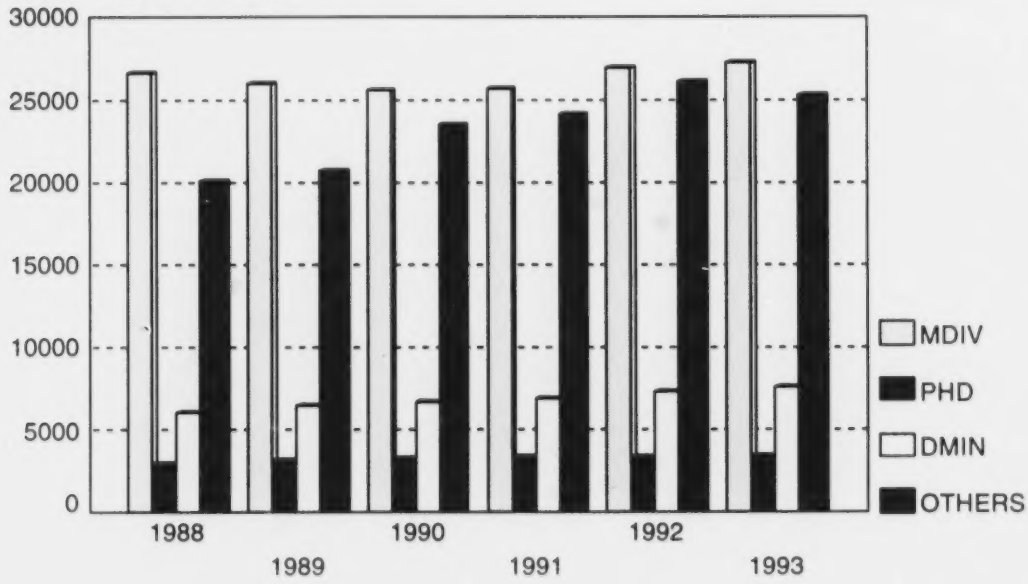


Table 2.04B: Total Full-Time Equivalent (FTE) Enrollment in Member Schools

FTE is now calculated by the two following methods:

1. For all doctoral programs the FTE equals the Head Count.

2. For all master level programs FTE is computed in the following manner for ATS purposes.

First compute the **average academic load** by dividing the total number of credits required for the degree by the number of semesters or quarters prescribed for degree duration.

To calculate FTE, divide the total of credit hours taken by all students in a given degree program in a semester, by the average academic load for the same period of time.

For example: an M.Div. degree requires 90 semester hours, and the school considers the degree to be typically six semesters, the average academic load would be 90/6 = 15 hours per semester.

If all M.Div. students complete a total of 600 hours for the semester, and the average academic load = 15, then the FTE = 600/15 = 40.

FTE enrollment statistics from pre-1988 editions of the *Fact Book* are not published because the guidelines for calculating the FTE were amended for the 1988 and 1989 ATS Annual Report Forms.

If a number of students take an overload of courses, the school may report a higher FTE than Head Count (HC). Instructions for pre-1988 ATS Annual Report Forms, as well as editions of the *Fact Book* prepared from these forms, indicated that the FTE should not be higher than the HC.

Comparing the HC with the FTE of M.Div. students gives one the clearest picture of the impact of part-time students. In the category "other," special/unclassified was eliminated in 1991 because of the wide disparity of what constitutes a certificate program. Schools, however, requested that it be reinstituted in 1992. The table therefore shows an increase of 2951 students in 1992 but a decline of 480 in 1993. For the sources of the data and the definitions of the four categories, please refer to the commentary on Table 2.04A.

Graph 2.04B:

TABLE 2.04B

Total FTE Enrollment in Member Schools

Year	Number Reporting	M.Div.& Interns	Th.D, S.T.D. & Ph.D.	D.Min.	Others	Total	Percent Change
1988	202	21,537	2,968	6,077	10,999	41,581	0.00%
1989	202	21,277	3,128	6,462	11,316	42,183	1.45%
1990	208	21,213	3,268	6,741	13,796	45,018	6.72%
1991	208	21,121	3,351	6,934	12,641	44,047	-2.16%
1992	217	21,870	3,358	7,274	15,592	48,094	9.19%
1993	216	22,004	3,510	7,610	15,112	48,236	0.30%

GRAPH 2.04B

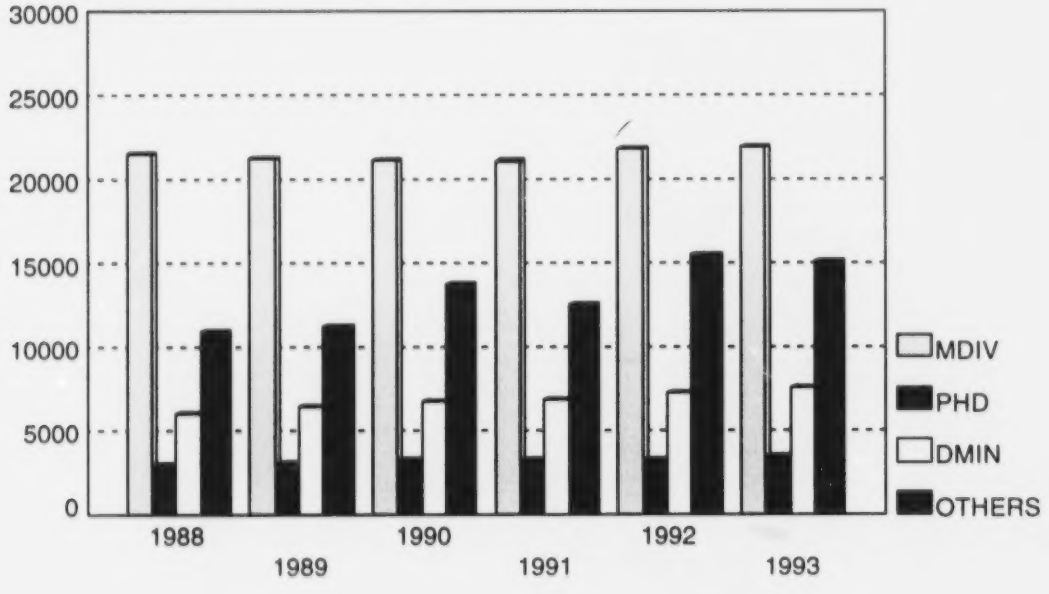


Table 2.05: Comparative Enrollments: Total Past Year HC vs. Fall 1992 HC

Table 2.05 looks at the differences by degree categories in Head Count when enrollment is reported for a total year and when it is reported as of the opening of the fall term. The year 1992 is used as the base year for the EF-1 because the IC-1 reports final 1992-93 enrollment. All *Fact Book* tables are based on the fall enrollment to be consistent with data reported by most ATS U.S. schools to the National Center for Education Statistics (IPEDS). We do, however, ask for total enrollment as of the end of the year on the IC-1 form so that schools may compare the two. Although the two columns show an overall 11.4% increase, the percentages vary greatly by degree category.

Graph 2.05

TABLE 2.05

Comparative Enrollments: Total Past Year HC vs. Fall 1992 HC

Degree Types	1993 IC-1	1992 EF-1	Difference	%
Number of Schools Reporting	216	216		
Professional and Academic M.A. Programs	15,438	12,684	2,754	17.8
M.Div., Pre-M.Div. Non-degree and Interns	28,924	27,318	1,606	5.6
Professional Doctoral Program	7,907	7,961	-54	-0.7
Certificate and Diploma Programs	5,020	4,349	671	13.4
Special/Unclassified	9,172	6,136	3,036	33.1
Advanced Research and Academic Programs	5,402	5,226	176	3.3
Totals:	**71,863**	**63,674**	**8,189**	**11.4**

GRAPH 2.05

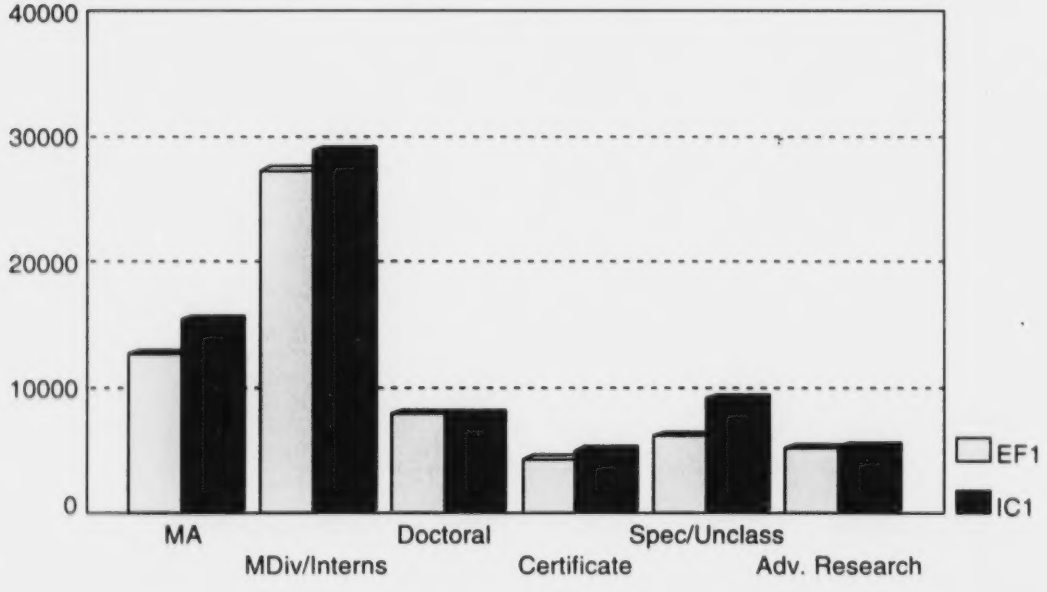


Table 2.06: Comparable Enrollments: Same Institutions Reporting—HC

We propose to track the same institutions reporting for a period of five years, initiating a new group every five years. The trend analysis that flows from this table offers an accurate record of the growth or decline of a control group of institutions.

Table 2.06 reports the change in Head Count enrollment in the same number of member institutions submitting Annual Report Forms for a constant number of years. The first sequence of five years of data from 1985 to 1989 is for the same 191 schools. An analysis of this first sequence appears in the 1988-89 and 1989-90 *Fact Books*. The first year of the second sequence of five years begins in 1990 with a base of 206 schools. Any schools that drop out (by closing or not reporting) before 1995 will be eliminated from all calculations in any subsequent *Fact Book*. Any schools sending in their initial Annual Report Forms after 1990 were not included in this table, nor is data included from schools admitted to the Association at the 1992 Biennial Meeting. If this table is compared with Table 2.04A, a clearer picture about enrollment changes emerges. Table 2.04A (representing 216 schools) shows an overall decrease in enrollment of .09%. Table 2.06, with an overall decrease of .35%, presents an even pattern of student enrollment activity in ATS member schools.

Table 2.07: Comparison of Total Enrollment—Total Individuals (HC) and FTE

Table 2.07 provides an analysis of the ratio of Full-Time Equivalent to Head Count enrollment for the number of member schools reporting Head Count for each year reported. The statistics for this table are taken from the Total Head Count Enrollment in Table 2.04A and the Total FTE Enrollment in Table 2.04B.

Please refer to the Introduction to the *Fact Book* for comparability of data. With the definitions stabilized, the percent change in both HC and FTE enrollment is very slight. The FTE percent of HC seems to be holding at approximately 75%.

TABLE 2.06

Comparable Enrollments: Same Institutions Reporting Head Count

Total Enrollment Same 191 Schools			Total Enrollment Same 206 Schools		
Year	HC	% Change	Year	HC	% Change
1985	55,878	NA	1990	58,982	NA
1986	55,301	-1.02%	1991	59,914	1.58%
1987	54,800	-0.91%	1992	62,111	3.67%
1988	54,377	-0.77%	1993	61,896	-0.35%
1989	54,828	0.83%	1994		

TABLE 2.07

Comparison of Total Enrollment: Head Count and Full-Time Equivalent

Year	Head Count	% Change	FTE	% Change	FTE % of Head Count	Number Reporting
1988	55,746	%	41,581	%	74.59%	202
1989	56,208	0.83%	42,183	1.45%	75.05%	202
1990	59,172	5.27%	45,018	6.72%	76.08%	208
1991	60,086	1.54%	44,047	-2.16%	73.31%	208
1992	63,674	5.97%	48,094	9.19%	75.53%	217
1993	63,618	-0.09%	48,236	0.30%	75.82%	216

Table 2.10: Total Enrollment by Degree Types—HC and FTE

The statistics for this table and Table 2.12 are taken from the following categories of the Enrollment Form for the fall of 1991 and 1992.

Professional & Academic M.A. Programs includes all the M.A. programs listed on the EF-1, page 1.

M.Div. and Pre-M.Div., Non-Degree includes all enrollees reported on EF-1, page 2. Professional Doctoral Programs includes all enrollees reported on EF-1, page 3, columns A through H.

Certificate and Diploma Programs includes all enrollees reported on EF-1, page 4, columns A and B.

Special/Unclassified includes all enrollees reported on EF-1, page 4, columns C and D. Interns includes all those reported on EF-1, page 4, columns E and F.

Advanced Research and Academic Degrees includes all those reported on EF-1, page 5, columns A-F.

Table 2.10 reports total enrollment both by Head Count and Full-Time Equivalency for 1992 and 1993 by seven principal categories. Graphs 2.10-1, 2.10-2, and 2.10-3 pictorially display the same information. For an earlier discussion, see Tables 2.04A and 2.04B.

Graph 2.10-1 clearly shows that the ratio between HC and FTE is very stable. While schools continue to be concerned about part-time students' impact on total resources, the numbers are not proportionally increasing.

Graph 2.10-1

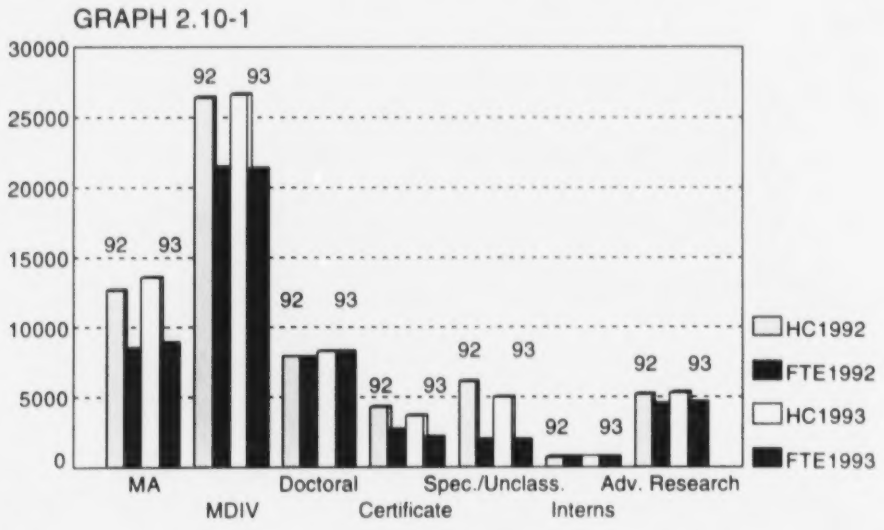


TABLE 2.10

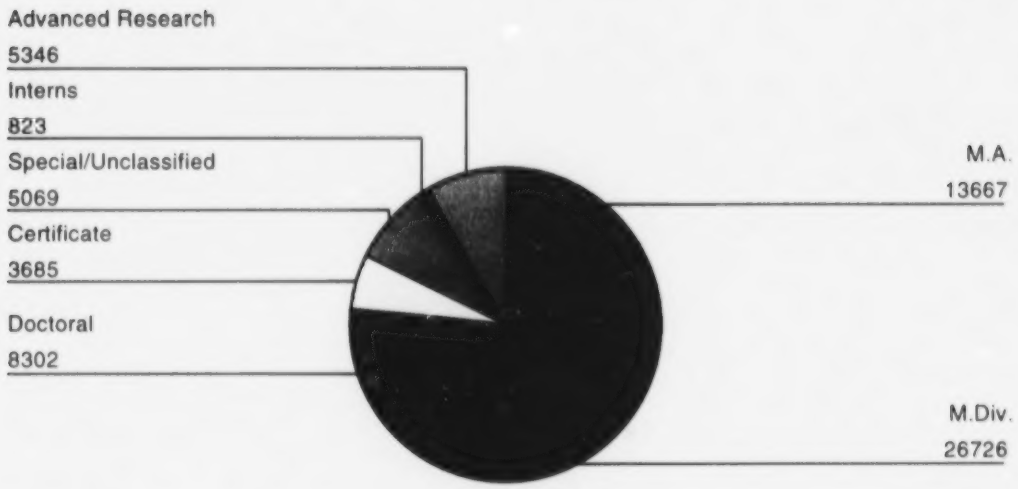
Total Enrollment by Degree Type

Degree Types	1992	1993	1993 total HC	1993 total FTE
Professional and Academic M.A. Programs				
Head Count	12,684	13,667	21.48%	
FTE	8,511	8,923		18.50%
M.Div. and Pre-M.Div. Non-degree (excluding intern year)				
Head Count	26,505	26,726	42.01%	
FTE	21,501	21,402		44.37%
Professional Doctoral Programs				
Head Count	7,961	8,302	13.05%	
FTE	7,961	8,302		17.21%
Certificate and Diploma Programs (non-preordination only)				
Head Count	4,349	3,685	5.79%	
FTE	2,743	2,235		4.63%
Special/Unclassified				
Head Count	6,136	5,069	7.97%	
FTE	2,041	1,954		4.05%
Interns				
Head Count	813	823	1.29%	
FTE	758	764		1.58%
Advanced Research and Academic Degree Programs				
Head Count	5,226	5,346	8.40%	
FTE	4,579	4,656		9.65%
Total				
Head Count	63,674	63,618	100.00%	
FTE	48,094	48,236		100.00%

Graph 2.10-2
Graph 2.10-3
HC/FTE Enrollment by Degree Type

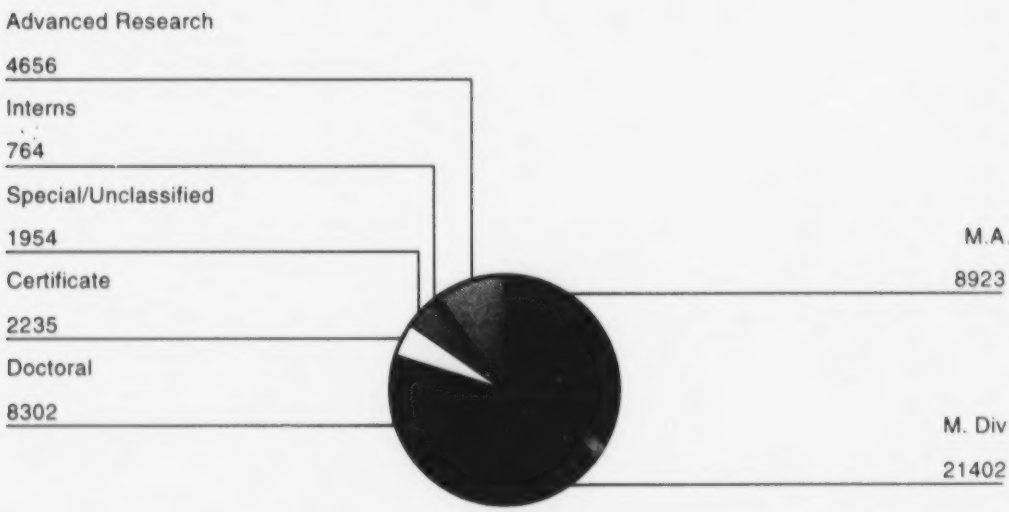
Graphs 2.10-2 and 2.10-3 visually show data from Table 2.10. The M.Div. degree in both HC and FTE represents approximately 40% of the student enrollment. Schools, particularly through professional M.A. and D. Min. programs, continue to diversify.

GRAPH 2.10-2



1993 HC Enrollment by Degree Type

GRAPH 2.10-3



1993 FTE Enrollment by Degree Type

Table 2.12: Enrollment by Degree— HC and FTE

The order of degrees listed follows the order in which they are listed in the Enrollment section (EF-1) of the ATS Annual Report Forms.

QUESTIONS TO CONSIDER

1. *What are the HC/FTE enrollment ratios of your institution?*
2. *What are the recent trends in part-time enrollment?*
3. *How do these breakdowns match the goals and objectives derived from your mission statement?*
4. *Do any changes reflect a clear institutional strategy?*
5. *How have services and programs changed to meet the needs of part-time students?*

Table 2.12 reports the enrollment for all member schools for the fall of 1990 through 1993, showing a four-year trend for each degree and each category. Although most categories will be obvious to the reader, the distinction in the M.A. programs is worth noting. The M.A./M.A.R./M.T.S. represent the two-year academic master's level program that may be research-oriented or "general academic" without the focus on research methodology. This reflects the fact that some seeking a master's degree of this kind will be preparing for doctoral level work whereas others will have a variety of reasons for seeking an advanced level of preparation in theology. The next category, M.A. in (Special), is the professional M.A. two-year program that helps prepare people for a specialized ministry in contrast with the M.Div., that is a basic three-year program of general preparation for the full range of ministry. The professional M.A. is always qualified in its title by the area of specialization, e.g., M.A. in Pastoral Counseling. Introduced for the first time in 1993 is the breakout of the M.A.P.S./M.P.S. degree category. The last category, that of Advanced Research and Academic Degree Programs, combines a number of special degrees under one heading. The degrees included remain the same degrees that were included in previous years under the heading Academic post-M.A./M.Div. Programs; the heading, however, was changed for the sake of clarity.

TABLE 2.12

Enrollment by Degree

Degrees		1990	1991	1992	1993	Percent of total FTE: 1993
Professional and Academic M.A. Programs						
M. R. E.	Head Count	1,951	1,832	1,848	2,055	
	FTE	1,409	1,308	1,330	1,326	
M.C.M./M.S.M	Head Count	442	427	414	439	
	FTE	381	376	381	342	
M.A./M.A.R./M.T.S.	Head Count	6,144	6,105	6,872	7,131	
	FTE	3,622	3,567	4,181	4,485	
M.A. in (Special)	Head Count	2,891	3,546	3,550	3,342	
	FTE	2,123	2,593	2,619	2,325	
M.P.S./M.A.P.S.	Head Count	0	0	0	700	
	FTE	0	0	0	445	
Subtotal	Head Count	11,428	11,910	12,684	13,667	
	FTE	7,535	7,844	8,511	8,923	18.50%
M.Div. and Pre-M.Div. Non-degree (excluding intern year)						
Pre-M.Div. Non-degree	Head Count	310	400	362	285	
	FTE	206	354	389	162	
M.Div.	Head Count	24,732	24,903	26,143	26,441	
	FTE	20,418	20,369	21,112	21,240	
Subtotal	Head Count	25,042	25,303	26,505	26,726	
	FTE	20,624	20,723	21,501	21,402	44.37%
Professional Doctoral Programs						
D.Min.	Head Count	6,741	6,934	7,274	7,610	
	FTE	6,741	6,934	7,274	7,610	
D.Miss.	Head Count	296	287	312	334	
	FTE	296	287	312	334	
Ed.D.	Head Count	326	325	332	314	
	FTE	326	325	332	314	
D.S.M./D.M.A.	Head Count	54	52	43	44	
	FTE	54	52	43	44	
Subtotal	Head Count	7,417	7,598	7,961	8,302	
	FTE	7,417	7,598	7,961	8,302	17.21%
Certificate and Diploma Programs (non-preordination only)						
	Head Count	3,210	3,371	4,349	3,685	
	FTE	1,811	1,924	2,743	2,235	4.63%
Special/Unclassified						
	Head Count	5,977	5,864	6,136	5,069	
	FTE	2,286	687	2,041	1,954	4.05%
Interns						
	Head Count	883	807	813	823	
	FTE	795	752	758	764	1.58%
Advanced Research and Academic Degree Programs						
S.T.M./Th.M.	Head Count	1,947	1,882	1,868	1,836	
	FTE	1,282	1,168	1,221	1,146	
Th.D./S.T.D.	Head Count	551	545	548	417	
	FTE	551	545	548	417	
Ph.D.	Head Count	2,717	2,806	2,810	3,093	
	FTE	2,717	2,806	2,810	3,093	
Subtotal	Head Count	5,215	5,233	5,226	5,346	
	FTE	4,550	4,519	4,579	4,656	9.65%
Total						
	Head Count	59,172	60,086	63,674	63,618	
	FTE	45,018	44,047	48,094	48,236	100.00%

Graph 2.12:
Enrollment by Degree
Head Count

Graph 2.12 shows the proportional distribution of the various degree programs. By using the percentage figure in Table 2.12 and this graph, schools may wish to compare their own distribution with those of the aggregate of ATS member schools.

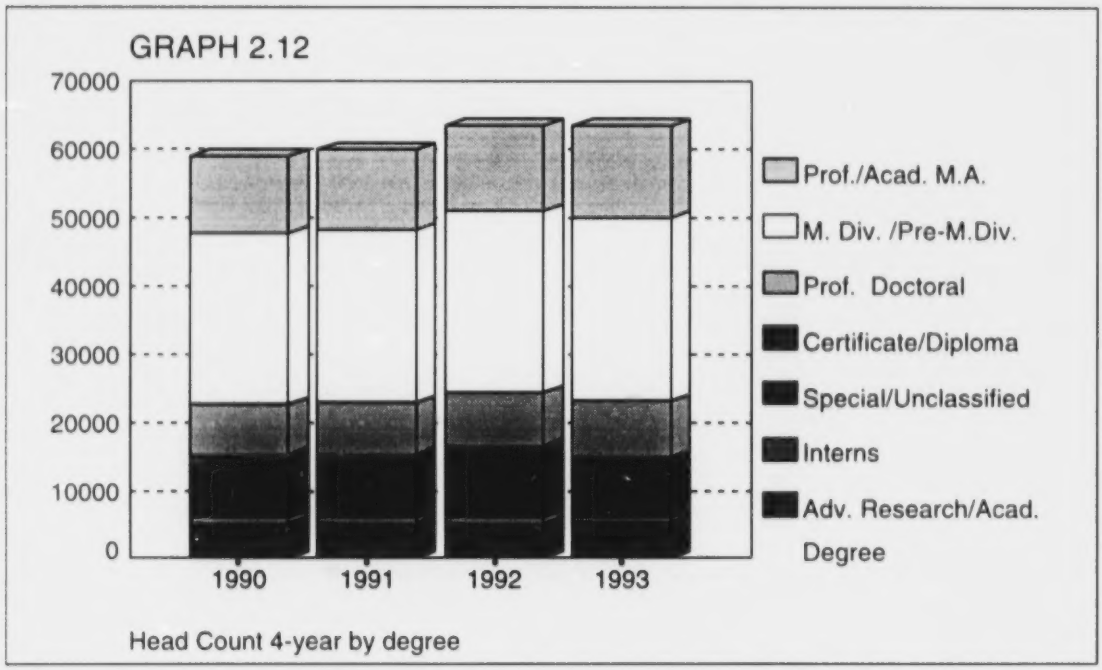


Table 2.13:
Head Count/(FTE)
Enrollment by Individual
Degree Programs
Total Enrollment Per
School/Per Degree

Table 2.13 is the second table to give data by individual school. It provides the opportunity for the reader to select schools for specific peer analyses and to respond more specifically to the questions raised under Table 2.12.

TABLE 2.13

Head Count / (FTE) Enrollment By Individual Degree Programs
Total Enrollment Per School / Per Degree

	ACADIA DIVINITY COLLEGE				ANDOVER NEWTON THEOLOGICAL SCHOOL			
	1992		1993		1992		1993	
Professional & Academic M.A.	30	(17)	19	(19)	55	(24)	49	(23)
M.Div. & Pre-M.Div. Non-degree	60	(57)	59	(59)	230	(141)	242	(137)
D.Min./D.Miss./Ed.D./D.M.A	27	(27)	31	(31)	116	(116)	111	(111)
Certificate and Diploma Programs	0	(0)	2	(2)	0	(0)	0	(0)
Special/Unclassified	38	(19)	22	(22)	42	(15)	46	(16)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	18	(18)	57	(53)	51	(46)
Totals	**155**	**(120)**	**151**	**(151)**	**500**	**(349)**	**499**	**(333)**

	ALLIANCE THEOLOGICAL SEMINARY				AQUINAS INSTITUTE OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	58	(31)	54	(28)	42	(18)	46	(22)
M.Div. & Pre-M.Div. Non-degree	122	(97)	120	(86)	19	(14)	18	(16)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	9	(9)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	58	(17)	53	(17)	43	(18)	27	(11)
Interns	1	(1)	1	(1)	0	(0)	3	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**239**	**(146)**	**228**	**(132)**	**104**	**(50)**	**103**	**(60)**

	AMERICAN BAPTIST SEMINARY OF THE WEST				ASBURY THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	6	(3)	3	(1)	161	(0)	172	(117)
M.Div. & Pre-M.Div. Non-degree	47	(37)	52	(35)	514	(388)	548	(417)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	120	(120)	120	(120)
Certificate and Diploma Programs	0	(0)	0	(0)	1	(1)	4	(1)
Special/Unclassified	0	(0)	2	(1)	9	(3)	2	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	6	(4)	6	(5)
Totals	**53**	**(40)**	**57**	**(37)**	**811**	**(516)**	**852**	**(662)**

	ANDERSON UNIVERSITY SCHOOL OF THEOLOGY				ASHLAND THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	20	(20)	21	(10)	285	(206)	279	(238)
M.Div. & Pre-M.Div. Non-degree	90	(59)	85	(67)	153	(94)	178	(124)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	75	(75)	79	(79)
Certificate and Diploma Programs	1	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	8	(0)	8	(9)	23	(10)	26	(5)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**119**	**(79)**	**114**	**(86)**	**536**	**(385)**	**562**	**(446)**

TABLE 2.13

	ASSEMBLIES OF GOD THEOLOGICAL SEMINARY				ATLANTIC SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	139	(83)	197	(122)	28	(16)	20	(13)
M.Div. & Pre-M.Div. Non-degree	108	(114)	112	(111)	59	(60)	57	(52)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	6	(6)
Special/Unclassified	54	(26)	40	(17)	21	(7)	34	(11)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	1	(1)	2	(0)
Totals	**301**	**(223)**	**349**	**(250)**	**109**	**(84)**	**119**	**(82)**

	ASSOCIATED CANADIAN THEOLOGICAL SCHOOLS				AUSTIN PRESBYTERIAN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	117	(72)	168	(98)	14	(11)	15	(10)
M.Div. & Pre-M.Div. Non-degree	59	(44)	58	(45)	142	(106)	168	(138)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	93	(93)	94	(94)
Certificate and Diploma Programs	4	(2)	11	(8)	0	(0)	1	(1)
Special/Unclassified	21	(13)	35	(9)	40	(13)	54	(20)
Interns	0	(0)	0	(0)	11	(8)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**201**	**(131)**	**272**	**(160)**	**300**	**(231)**	**332**	**(263)**

	ASSOCIATED MENNONITE BIBLICAL SEMINARY				AZUSA PACIFIC UNIVERSITY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	0	36	(23)	87	(73)	98	(98)
M.Div. & Pre-M.Div. Non-degree	0	0	63	(45)	126	(118)	90	(90)
D.Min./D.Miss./Ed.D./D.M.A	0	0	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	0	3	(2)	0	(0)	0	(0)
Special/Unclassified	0	0	39	(13)	4	(2)	17	(17)
Interns	0	0	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	0	0	(0)	0	(0)	0	(0)
Totals	**0**	**0**	**141**	**(83)**	**217**	**(193)**	**205**	**(205)**

	ATHENAEUM OF OHIO				BANGOR THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	92	(79)	76	(67)	32	(0)	31	(13)
M.Div. & Pre-M.Div. Non-degree	30	(30)	34	(34)	53	(40)	65	(48)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	27	(27)	26	(26)
Certificate and Diploma Programs	59	(59)	66	(66)	41	(39)	46	(39)
Special/Unclassified	56	(23)	50	(23)	22	(6)	25	(7)
Interns	4	(4)	10	(10)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**241**	**(195)**	**236**	**(200)**	**175**	**(112)**	**193**	**(133)**

	BAPTIST MISSIONARY ASSOCIATION				BIBLICAL THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	12	(8)	18	(10)	95	(65)	87	(56)
M.Div. & Pre-M.Div. Non-degree	22	(15)	22	(15)	101	(93)	105	(99)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	32	(20)	41	(29)	5	(2)	12	(7)
Special/Unclassified	2	(1)	1	(0)	47	(17)	42	(14)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	7	(3)	8	(8)
Totals	**68**	**(44)**	**82**	**(54)**	**255**	**(180)**	**254**	**(184)**

	BEESON DIVINITY SCHOOL				BOSTON UNIVERSITY SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	16	(12)	38	(33)	51	(41)
M.Div. & Pre-M.Div. Non-degree	107	(71)	132	(98)	108	(103)	113	(99)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	16	(16)	162	(162)	170	(170)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	0	(0)	0	(0)	24	(0)	8	(1)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	236	(228)	225	(218)
Totals	**107**	**(71)**	**164**	**(126)**	**568**	**(526)**	**567**	**(529)**

	BETHANY THEOLOGICAL SEMINARY				BRITE DIVINITY SCHOOL			
	1992		1993		1992		1993	
Professional & Academic M.A.	15	(8)	11	(7)	30	(20)	25	(16)
M.Div. & Pre-M.Div. Non-degree	50	(43)	56	(47)	169	(153)	192	(166)
D.Min./D.Miss./Ed.D./D.M.A	4	(4)	1	(1)	28	(28)	30	(30)
Certificate and Diploma Programs	0	(0)	2	(1)	0	(0)	3	(2)
Special/Unclassified	23	(12)	28	(11)	11	(5)	14	(5)
Interns	1	(0)	1	(1)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**93**	**(67)**	**99**	**(68)**	**238**	**(206)**	**264**	**(219)**

	BETHEL THEOLOGICAL SEMINARY				CALVIN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	111	(87)	116	(88)	42	(29)	46	(37)
M.Div. & Pre-M.Div. Non-degree	209	(187)	215	(205)	107	(95)	94	(84)
D.Min./D.Miss./Ed.D./D.M.A	101	(101)	93	(93)	0	(0)	0	(0)
Certificate and Diploma Programs	7	(5)	6	(4)	0	(0)	0	(0)
Special/Unclassified	40	(19)	53	(23)	21	(9)	22	(10)
Interns	0	(0)	0	(0)	17	(17)	24	(24)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	10	(3)	5	(0)	41	(38)	49	(44)
Totals	**478**	**(402)**	**488**	**(413)**	**228**	**(188)**	**235**	**(199)**

	CANADIAN THEOLOGICAL SEMINARY				CATHOLIC UNIVERSITY OF AMERICA			
	1992		1993		1992		1993	
Professional & Academic M.A.	67	(45)	50	(32)	26	(24)	27	(27)
M.Div. & Pre-M.Div. Non-degree	63	(48)	72	(56)	39	(39)	18	(18)
D.Min./D.Miss./Ed.D./D.M.A	37	(37)	39	(39)	18	(18)	8	(8)
Certificate and Diploma Programs	6	(4)	4	(3)	0	(1)	0	(0)
Special/Unclassified	10	(3)	22	(6)	2	(0)	37	(37)
Interns	0	(0)	1	(1)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	75	(63)	34	(34)
Totals	**183**	**(137)**	**188**	**(137)**	**160**	**(145)**	**124**	**(124)**

	CANDLER SCHOOL OF THEOLOGY				CENTRAL BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	46	(38)	76	(58)	11	(6)	7	(4)
M.Div. & Pre-M.Div. Non-degree	380	(354)	413	(383)	78	(56)	63	(67)
D.Min./D.Miss./Ed.D./D.M.A	69	(69)	71	(71)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	2	(1)	1	(0)
Special/Unclassified	28	(10)	31	(16)	8	(4)	13	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	137	(135)	143	(140)	0	(0)	0	(0)
Totals	**660**	**(606)**	**734**	**(668)**	**99**	**(67)**	**84**	**(73)**

	CAPITAL BIBLE SEMINARY				CHICAGO THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	24	(9)	14	(7)	5	(2)	7	(5)
M.Div. & Pre-M.Div. Non-degree	80	(45)	83	(53)	89	(72)	84	(64)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	65	(65)	61	(61)
Certificate and Diploma Programs	14	(6)	9	(4)	0	(0)	0	(0)
Special/Unclassified	11	(2)	8	(4)	10	(6)	8	(4)
Interns	0	(0)	0	(0)	4	(0)	3	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	3	(1)	8	(4)	39	(38)	42	(41)
Totals	**132**	**(63)**	**122**	**(72)**	**212**	**(183)**	**205**	**(175)**

	CATHOLIC THEOLOGICAL UNION				CHRIST THE KING SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	72	(40)	78	(47)	50	(23)	60	(20)
M.Div. & Pre-M.Div. Non-degree	157	(141)	153	(126)	44	(44)	43	(48)
D.Min./D.Miss./Ed.D./D.M.A	10	(10)	23	(23)	0	(0)	0	(0)
Certificate and Diploma Programs	16	(15)	8	(4)	0	(0)	0	(0)
Special/Unclassified	61	(39)	36	(12)	11	(7)	6	(3)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**316**	**(245)**	**298**	**(212)**	**105**	**(74)**	**109**	**(71)**

	CHRISTIAN THEOLOGICAL SEMINARY				CLAREMONT SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	73	(61)	82	(68)	55	(31)	51	(30)
M.Div. & Pre-M.Div. Non-degree	137	(149)	159	(171)	145	(114)	144	(115)
D.Min./D.Miss./Ed.D./D.M.A	28	(28)	33	(33)	61	(61)	52	(52)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	62	(23)	67	(25)	19	(6)	36	(9)
Interns	0	(0)	0	(0)	3	(2)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	5	(3)	11	(10)	44	(44)	47	(47)
Totals	**305**	**(264)**	**352**	**(307)**	**327**	**(258)**	**332**	**(255)**

	CHURCH DIVINITY SCHOOL OF THE PACIFIC				COLGATE ROCHESTER DIVINITY SCHOOL			
	1992		1993		1992		1993	
Professional & Academic M.A.	9	(7)	8	(6)	18	(11)	14	(7)
M.Div. & Pre-M.Div. Non-degree	64	(69)	62	(65)	112	(88)	103	(82)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	28	(28)	28	(28)
Certificate and Diploma Programs	5	(4)	6	(7)	30	(0)	31	(0)
Special/Unclassified	8	(4)	5	(3)	36	(11)	44	(10)
Interns	2	(2)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**88**	**(86)**	**81**	**(81)**	**224**	**(138)**	**220**	**(127)**

	CHURCH OF GOD SCHOOL OF THEOLOGY				COLUMBIA INTERNATIONAL UNIVERSITY			
	1992		1993		1992		1993	
Professional & Academic M.A.	89	(72)	91	(65)	158	(117)	140	(109)
M.Div. & Pre-M.Div. Non-degree	147	(121)	146	(129)	137	(113)	136	(110)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	60	(60)	52	(52)
Certificate and Diploma Programs	0	(0)	0	(0)	71	(53)	57	(42)
Special/Unclassified	0	(0)	12	(8)	348	(124)	16	(16)
Interns	3	(3)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**239**	**(196)**	**249**	**(202)**	**774**	**(467)**	**401**	**(329)**

	CINCINNATI BIBLE SEMINARY				COLUMBIA THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	211	(211)	228	(148)	27	(11)	25	(10)
M.Div. & Pre-M.Div. Non-degree	54	(54)	43	(46)	180	(167)	175	(158)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	263	(263)	256	(256)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	0	(0)	25	(10)	86	(36)	105	(58)
Interns	0	(0)	0	(0)	1	(1)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	79	(79)	83	(46)
Totals	**265**	**(265)**	**296**	**(204)**	**636**	**(557)**	**646**	**(530)**

	CONCORDIA LUTHERAN SEMINARY (AB)				COVENANT THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	6	(5)	1	(1)	154	(67)	171	(73)
M.Div. & Pre-M.Div. Non-degree	15	(15)	25	(25)	194	(139)	221	(163)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	37	(37)	47	(47)
Certificate and Diploma Programs	4	(3)	2	(2)	22	(8)	35	(13)
Special/Unclassified	1	(0)	1	(0)	9	(4)	13	(5)
Interns	10	(10)	2	(2)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	20	(4)	13	(5)
Totals	**36**	**(33)**	**31**	**(30)**	**436**	**(259)**	**500**	**(306)**

	CONCORDIA LUTHERAN THEOLOGICAL SEMINARY (ON)				DALLAS THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	2	(1)	2	(1)	322	(164)	401	(189)
M.Div. & Pre-M.Div. Non-degree	33	(28)	31	(26)	0	(0)	0	(0)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	73	(73)	72	(72)
Certificate and Diploma Programs	0	(0)	0	(0)	31	(10)	38	(11)
Special/Unclassified	6	(1)	4	(1)	92	(37)	86	(31)
Interns	4	(4)	7	(2)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	607	(437)	624	(449)
Totals	**45**	**(34)**	**44**	**(30)**	**1125**	**(721)**	**1221**	**(752)**

	CONCORDIA SEMINARY (MO)				DE SALES SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	5	(0)	7	(10)	7	(4)	19	(7)
M.Div. & Pre-M.Div. Non-degree	294	(283)	303	(286)	18	(16)	26	(21)
D.Min./D.Miss./Ed.D./D.M.A	82	(82)	71	(71)	0	(0)	0	(0)
Certificate and Diploma Programs	19	(18)	21	(20)	0	(0)	0	(0)
Special/Unclassified	9	(0)	8	(0)	22	(6)	0	(0)
Interns	78	(78)	103	(103)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	39	(28)	53	(19)	0	(0)	0	(0)
Totals	**526**	**(489)**	**566**	**(509)**	**47**	**(26)**	**45**	**(28)**

	CONCORDIA THEOLOGICAL SEMINARY (IN)				DENVER CONSERVATIVE BAPTIST SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	9	(5)	4	(2)	233	(143)	261	(167)
M.Div. & Pre-M.Div. Non-degree	203	(207)	187	(173)	155	(109)	160	(119)
D.Min./D.Miss./Ed.D./D.M.A	112	(112)	121	(121)	111	(111)	105	(105)
Certificate and Diploma Programs	0	(0)	0	(0)	7	(4)	11	(6)
Special/Unclassified	56	(36)	36	(22)	122	(47)	94	(38)
Interns	76	(76)	80	(80)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	7	(3)	8	(4)	0	(0)	0	(0)
Totals	**463**	**(439)**	**436**	**(402)**	**628**	**(414)**	**631**	**(435)**

	DOMINICAN HOUSE OF STUDIES				DUKE UNIVERSITY DIVINITY SCHOOL			
	1992		1993		1992		1993	
Professional & Academic M.A.	1	(0)	0	(0)	74	(61)	61	(50)
M.Div. & Pre-M.Div. Non-degree	24	(20)	17	(17)	351	(305)	362	(319)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	0	(0)	0	(0)	13	(6)	15	(8)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	12	(10)	13	(13)	130	(117)	135	(122)
Totals	**37**	**(30)**	**30**	**(30)**	**568**	**(489)**	**573**	**(499)**

	DOMINICAN SCHOOL OF PHILOSOPHY AND THEOLOGY				EARLHAM SCHOOL OF RELIGION			
	1992		1993		1992		1993	
Professional & Academic M.A.	28	(21)	25	(21)	2	(1)	4	(4)
M.Div. & Pre-M.Div. Non-degree	21	(20)	23	(23)	47	(35)	40	(36)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	1	(0)	0	(0)	0	(0)
Special/Unclassified	24	(14)	26	(15)	0	(0)	10	(6)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**73**	**(55)**	**75**	**(59)**	**49**	**(36)**	**54**	**(46)**

	DOMINICAN STUDY CENTER OF BAYAMON CENTRAL UNIVERSITY				EASTERN BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	46	(46)	43	(43)	57	(7)	57	(32)
M.Div. & Pre-M.Div. Non-degree	35	(35)	41	(41)	195	(24)	195	(142)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	58	(58)	59	(59)
Certificate and Diploma Programs	0	(0)	0	(0)	57	(7)	0	(0)
Special/Unclassified	6	(6)	4	(4)	0	(0)	29	(11)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**87**	**(87)**	**88**	**(88)**	**367**	**(96)**	**340**	**(244)**

	DREW UNIVERSITY THEOLOGICAL SCHOOL				EASTERN MENNONITE SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	34	(24)	38	(20)	32	(20)	35	(22)
M.Div. & Pre-M.Div. Non-degree	174	(138)	194	(180)	49	(38)	52	(42)
D.Min./D.Miss./Ed.D./D.M.A	88	(88)	190	(190)	0	(0)	0	(0)
Certificate and Diploma Programs	33	(2)	0	(0)	14	(9)	13	(9)
Special/Unclassified	12	(5)	23	(9)	8	(1)	12	(4)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	110	(105)	195	(189)	0	(0)	0	(0)
Totals	**451**	**(362)**	**640**	**(588)**	**103**	**(68)**	**112**	**(77)**

	EDEN THEOLOGICAL SEMINARY				EPISCOPAL DIVINITY SCHOOL			
	1992		1993		1992		1993	
Professional & Academic M.A.	22	(11)	28	(12)	28	(24)	25	(20)
M.Div. & Pre-M.Div. Non-degree	140	(118)	146	(115)	60	(55)	73	(65)
D.Min./D.Miss./Ed.D./D.M.A	71	(71)	64	(64)	21	(21)	23	(23)
Certificate and Diploma Programs	9	(9)	7	(5)	1	(1)	0	(0)
Special/Unclassified	0	(0)	1	(1)	16	(3)	10	(3)
Interns	2	(2)	1	(1)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**244**	**(211)**	**247**	**(198)**	**126**	**(104)**	**131**	**(111)**

	EDMONTON BAPTIST SEMINARY				EPISCOPAL THEOLOGICAL SEMINARY OF THE SOUTHWEST			
	1992		1993		1992		1993	
Professional & Academic M.A.	16	(9)	19	(13)	13	(13)	8	(8)
M.Div. & Pre-M.Div. Non-degree	38	(31)	36	(26)	46	(47)	47	(48)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	5	(3)	6	(0)	4	(4)	5	(4)
Special/Unclassified	33	(8)	32	(0)	5	(4)	6	(6)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**92**	**(51)**	**93**	**(39)**	**68**	**(68)**	**66**	**(66)**

	EMMANUEL COLLEGE OF VICTORIA UNIVERSITY				ERSKINE THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	21	(11)	29	(14)	0	(0)	[illegible]	(3)
M.Div. & Pre-M.Div. Non-degree	121	(91)	127	(94)	127	(104)	144	(110)
D.Min./D.Miss./Ed.D./D.M.A	12	(12)	8	(8)	66	(66)	80	(80)
Certificate and Diploma Programs	0	(0)	0	(0)	14	(12)	18	(10)
Special/Unclassified	46	(18)	46	(18)	19	(5)	9	(1)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	37	(36)	39	(38)	0	(0)	0	(0)
Totals	**237**	**(168)**	**249**	**(172)**	**226**	**(187)**	**262**	**(204)**

	EMMANUEL SCHOOL OF RELIGION				EVANGELICAL SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	28	(17)	39	(19)	18	(10)	17	(9)
M.Div. & Pre-M.Div. Non-degree	114	(60)	111	(61)	53	(35)	60	(39)
D.Min./D.Miss./Ed.D./D.M.A	9	(9)	10	(10)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	7	(4)	9	(8)
Special/Unclassified	7	(2)	2	(0)	24	(8)	2	(0)
Interns	0	(0)	3	(3)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**158**	**(88)**	**165**	**(93)**	**102**	**(57)**	**88**	**(56)**

	EVANGELICAL SEMINARY OF PUERTO RICO				(THE) GENERAL THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	41	(21)	45	(24)	6	(3)	10	(10)
M.Div. & Pre-M.Div. Non-degree	109	(77)	118	(88)	65	(65)	64	(64)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	14	(9)	15	(8)
Special/Unclassified	0	(0)	0	(0)	26	(14)	22	(11)
Interns	0	(0)	0	(0)	1	(1)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	22	(12)	15	(15)
Totals	**150**	**(98)**	**163**	**(112)**	**134**	**(104)**	**128**	**(110)**

	FRANCISCAN SCHOOL OF THEOLOGY				GOLDEN GATE BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	28	(24)	28	(26)	82	(62)	101	(61)
M.Div. & Pre-M.Div. Non-degree	22	(22)	17	(17)	238	(169)	277	(190)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	71	(71)	68	(68)
Certificate and Diploma Programs	0	(0)	0	(0)	337	(176)	400	(227)
Special/Unclassified	27	(18)	29	(21)	130	(16)	108	(19)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	14	(14)	12	(12)
Totals	**77**	**(64)**	**74**	**(64)**	**872**	**(508)**	**966**	**(577)**

	FULLER THEOLOGICAL SEMINARY				GORDON-CONWELL THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	629	(327)	714	(375)	197	(114)	236	(121)
M.Div. & Pre-M.Div. Non-degree	658	(393)	689	(389)	337	(202)	353	(206)
D.Min./D.Miss./Ed.D./D.M.A	896	(896)	853	(853)	98	(98)	182	(182)
Certificate and Diploma Programs	0	(0)	0	(0)	181	(63)	129	(38)
Special/Unclassified	299	(106)	304	(97)	33	(12)	35	(11)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	386	(346)	408	(366)	10	(4)	12	(6)
Totals	**2868**	**(2068)**	**2968**	**(2080)**	**856**	**(493)**	**947**	**(564)**

	GARRETT-EVANGELICAL THEOLOGICAL SEMINARY				GOSHEN BIBLICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	61	(41)	68	(48)	16	(14)	0	0
M.Div. & Pre-M.Div. Non-degree	188	(179)	210	(186)	45	(35)	0	0
D.Min./D.Miss./Ed.D./D.M.A	104	(104)	90	(90)	0	(0)	0	0
Certificate and Diploma Programs	0	(0)	0	(0)	1	(1)	0	0
Special/Unclassified	71	(24)	95	(37)	28	(7)	0	0
Interns	6	(6)	0	(0)	0	(0)	0	0
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	48	(48)	55	(55)	0	(0)	0	0
Totals	**478**	**(402)**	**518**	**(416)**	**90**	**(57)**	**0**	**0**

	GRADUATE THEOLOGICAL UNION				HOLY CROSS GREEK ORTHODOX SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	104	(104)	96	(97)	15	(14)	14	(14)
M.Div. & Pre-M.Div. Non-degree	0	(0)	0	(0)	82	(82)	71	(71)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	16	(7)	11	(6)	8	(0)	0	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	229	(229)	231	(231)	9	(5)	5	(4)
Totals	**349**	**(340)**	**338**	**(334)**	**114**	**(101)**	**90**	**(89)**

	HARDING UNIVERSITY GRADUATE SCHOOL OF RELIGION				HOOD THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	85	(38)	71	(43)	7	(6)	12	(6)
M.Div. & Pre-M.Div. Non-degree	72	(43)	67	(38)	34	(29)	45	(38)
D.Min./D.Miss./Ed.D./D.M.A	20	(20)	19	(19)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	1	(0)	0	(0)	0	(0)
Special/Unclassified	18	(0)	18	(6)	7	(4)	15	(3)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**195**	**(101)**	**176**	**(106)**	**48**	**(39)**	**72**	**(47)**

	HARTFORD SEMINARY				HOUSTON GRADUATE SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	83	(44)	80	(37)	48	(23)	50	(23)
M.Div. & Pre-M.Div. Non-degree	0	(0)	0	(0)	73	(37)	65	(37)
D.Min./D.Miss./Ed.D./D.M.A	66	(66)	62	(62)	21	(21)	41	(41)
Certificate and Diploma Programs	66	(0)	61	(61)	7	(3)	10	(6)
Special/Unclassified	21	(12)	30	(0)	0	(0)	0	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**236**	**(122)**	**233**	**(160)**	**149**	**(84)**	**166**	**(107)**

	HARVARD UNIVERSITY DIVINITY SCHOOL				HOWARD UNIVERSITY SCHOOL OF DIVINITY			
	1992		1993		1992		1993	
Professional & Academic M.A.	217	(184)	219	(188)	9	(9)	8	(8)
M.Div. & Pre-M.Div. Non-degree	173	(148)	202	(175)	139	(112)	136	(122)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	31	(31)	37	(37)
Certificate and Diploma Programs	0	(0)	6	(0)	0	(0)	0	(0)
Special/Unclassified	38	(12)	14	(5)	8	(4)	7	(7)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	150	(145)	144	(140)	0	(0)	0	(0)
Totals	**578**	**(489)**	**585**	**(508)**	**187**	**(156)**	**188**	**(174)**

	HURON COLLEGE FACULTY OF THEOLOGY				INTERNATIONAL SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	23	(9)	30	(15)	21	(14)	16	(11)
M.Div. & Pre-M.Div. Non-degree	34	(28)	38	(27)	26	(24)	26	(22)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	49	(16)	29	(5)
Special/Unclassified	9	(2)	14	(3)	11	(6)	21	(8)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**66**	**(39)**	**82**	**(45)**	**107**	**(60)**	**92**	**(46)**

	ILIFF SCHOOL OF THEOLOGY				JESUIT SCHOOL OF THEOLOGY AT BERKELEY			
	1992		1993		1992		1993	
Professional & Academic M.A.	77	(42)	68	(39)	53	(49)	65	(55)
M.Div. & Pre-M.Div. Non-degree	180	(147)	155	(132)	60	(0)	70	(71)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	46	(45)	33	(0)
Special/Unclassified	14	(6)	14	(5)	26	(13)	22	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	79	(79)	83	(83)	36	(34)	42	(37)
Totals	**350**	**(274)**	**320**	**(259)**	**221**	**(141)**	**232**	**(163)**

	IMMACULATE CONCEPTION SEMINARY				JOINT BOARD OF THEOLOGICAL COLLEGES			
	1992		1993		1992		1993	
Professional & Academic M.A.	38	(31)	50	(50)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	98	(79)	100	(100)	13	(13)	6	(6)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	8	(8)
Special/Unclassified	56	(45)	32	(25)	0	(0)	0	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**192**	**(155)**	**182**	**(175)**	**13**	**(13)**	**14**	**(14)**

	INTERDENOMINATIONAL THEOLOGICAL CENTER				KENRICK-GLENNON SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	37	(29)	35	(28)	0	(0)	19	(0)
M.Div. & Pre-M.Div. Non-degree	302	(277)	313	(263)	60	(60)	61	(61)
D.Min./D.Miss./Ed.D./D.M.A	25	(25)	23	(23)	0	(0)	0	(0)
Certificate and Diploma Programs	211	(211)	0	(0)	0	(0)	0	(0)
Special/Unclassified	13	(4)	8	(2)	0	(0)	0	(0)
Interns	2	(2)	1	(1)	6	(6)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	2	(2)	3	(3)	0	(0)	0	(0)
Totals	**592**	**(550)**	**383**	**(320)**	**66**	**(66)**	**80**	**(61)**

	KNOX COLLEGE				LINCOLN CHRISTIAN SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	1	(1)	1	(1)	103	(42)	122	(53)
M.Div. & Pre-M.Div. Non-degree	70	(58)	76	(64)	86	(55)	96	(61)
D.Min./D.Miss./Ed.D./D.M.A	4	(4)	4	(4)	0	(0)	0	(0)
Certificate and Diploma Programs	10	(9)	17	(9)	0	(0)	0	(0)
Special/Unclassified	10	(6)	5	(0)	24	(9)	12	(4)
Interns	5	(5)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	23	(17)	24	(19)	0	(0)	0	(0)
Totals	**123**	**(100)**	**127**	**(97)**	**213**	**(106)**	**230**	**(118)**

	LANCASTER THEOLOGICAL SEMINARY				LOUISVILLE PRESBYTERIAN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	17	(17)	26	(10)	24	(20)	38	(35)
M.Div. & Pre-M.Div. Non-degree	126	(126)	107	(95)	123	(123)	134	(146)
D.Min./D.Miss./Ed.D./D.M.A	56	(56)	49	(49)	55	(55)	65	(65)
Certificate and Diploma Programs	0	(0)	11	(8)	0	(0)	0	(0)
Special/Unclassified	13	(13)	14	(4)	15	(5)	0	(0)
Interns	0	(0)	0	(0)	3	(3)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	4	(3)	4	(3)
Totals	**212**	**(212)**	**207**	**(166)**	**224**	**(209)**	**243**	**(251)**

	LEXINGTON THEOLOGICAL SEMINARY				LOYOLA UNIVERSITY CHICAGO INSTITUTE OF PASTORAL STUDIES			
	1992		1993		1992		1993	
Professional & Academic M.A.	29	(14)	31	(12)	185	(105)	180	(121)
M.Div. & Pre-M.Div. Non-degree	82	(75)	85	(77)	21	(12)	31	(23)
D.Min./D.Miss./Ed.D./D.M.A	44	(44)	42	(42)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	11	(5)	23	(9)	50	(19)	52	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**166**	**(138)**	**181**	**(140)**	**256**	**(136)**	**263**	**(144)**

	LIBERTY BAPTIST THEOLOGICAL SEMINARY				LUTHER NORTHWESTERN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	85	(54)	132	(73)	67	(45)	89	(69)
M.Div. & Pre-M.Div. Non-degree	57	(41)	56	(37)	418	(361)	416	(339)
D.Min./D.Miss./Ed.D./D.M.A	19	(19)	16	(16)	111	(111)	124	(124)
Certificate and Diploma Programs	57	(57)	0	(0)	0	(0)	0	(0)
Special/Unclassified	0	(0)	4	(1)	33	(0)	50	(29)
Interns	0	(0)	0	(0)	102	(102)	94	(94)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	7	(5)	8	(7)	52	(41)	46	(38)
Totals	**225**	**(176)**	**216**	**(134)**	**783**	**(660)**	**819**	**(693)**

	LUTHERAN SCHOOL OF THEOLOGY AT CHICAGO				LUTHERAN THEOLOGICAL SOUTHERN SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	28	(22)	24	(19)	13	(9)	18	(12)
M.Div. & Pre-M.Div. Non-degree	148	(131)	133	(116)	118	(111)	138	(120)
D.Min./D.Miss./Ed.D./D.M.A	75	(75)	72	(72)	16	(16)	14	(14)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	30	(11)	36	(16)	16	(7)	12	(6)
Interns	43	(43)	48	(48)	26	(26)	33	(31)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	65	(62)	52	(49)	0	(0)	0	(0)
Totals	**389**	**(344)**	**365**	**(320)**	**189**	**(169)**	**215**	**(183)**

	LUTHERAN THEOLOGICAL SEMINARY (SK)				MARYKNOLL SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	6	(4)	9	(5)	33	(4)	34	(22)
M.Div. & Pre-M.Div. Non-degree	41	(34)	40	(31)	0	(0)	0	(0)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	10	(6)	13	(11)	8	(1)	3	(2)
Special/Unclassified	16	(4)	13	(3)	18	(3)	10	(0)
Interns	9	(9)	7	(7)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	28	(9)	15	(15)	14	(3)	16	(13)
Totals	**110**	**(66)**	**97**	**(72)**	**73**	**(11)**	**63**	**(37)**

	LUTHERAN THEOLOGICAL SEMINARY AT GETTYSBURG				MCCORMICK THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	30	(22)	26	(17)	27	(15)	49	(32)
M.Div. & Pre-M.Div. Non-degree	130	(104)	122	(111)	163	(129)	166	(154)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	414	(414)	422	(422)
Certificate and Diploma Programs	1	(0)	1	(1)	0	(0)	0	(0)
Special/Unclassified	20	(14)	21	(14)	6	(4)	13	(9)
Interns	30	(30)	36	(36)	4	(4)	6	(6)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	29	(17)	34	(26)	0	(0)	0	(0)
Totals	**240**	**(187)**	**240**	**(205)**	**614**	**(566)**	**656**	**(623)**

	LUTHERAN THEOLOGICAL SEMINARY AT PHILADELPHIA				MCGILL UNIVERSITY FACULTY OF RELIGIOUS STUDIES			
	1992		1993		1992		1993	
Professional & Academic M.A.	22	(8)	31	(13)	28	(16)	30	(14)
M.Div. & Pre-M.Div. Non-degree	144	(107)	142	(97)	38	(23)	53	(13)
D.Min./D.Miss./Ed.D./D.M.A	28	(28)	38	(38)	0	(0)	0	(0)
Certificate and Diploma Programs	2	(1)	3	(0)	0	(0)	0	(0)
Special/Unclassified	30	(9)	32	(12)	0	(0)	0	(0)
Interns	22	(22)	29	(29)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	28	(4)	40	(5)	58	(56)	60	(56)
Totals	**276**	**(179)**	**315**	**(194)**	**124**	**(95)**	**143**	**(83)**

	MCMASTER DIVINITY COLLEGE				MENNONITE BRETHREN BIBLICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	37	(16)	40	(20)	44	(26)	40	(24)
M.Div. & Pre-M.Div. Non-degree	53	(31)	55	(35)	50	(35)	59	(40)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	10	(10)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	3	(4)	2	(1)	2	(0)
Special/Unclassified	16	(5)	0	(0)	15	(3)	24	(7)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**106**	**(52)**	**108**	**(69)**	**111**	**(65)**	**125**	**(71)**

	MEADVILLE/LOMBARD THEOLOGICAL SCHOOL				METHODIST THEOLOGICAL SCHOOL IN OHIO			
	1992		1993		1992		1993	
Professional & Academic M.A.	1	(1)	18	(9)	30	(20)	30	(17)
M.Div. & Pre-M.Div. Non-degree	22	(20)	32	(30)	184	(150)	187	(146)
D.Min./D.Miss./Ed.D./D.M.A	6	(6)	4	(4)	2	(2)	0	(0)
Certificate and Diploma Programs	0	(0)	5	(3)	0	(0)	8	(3)
Special/Unclassified	2	(1)	1	(1)	11	(5)	2	(1)
Interns	8	(8)	9	(8)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**39**	**(36)**	**69**	**(55)**	**227**	**(177)**	**227**	**(167)**

	MEMPHIS THEOLOGICAL SEMINARY				MIDWESTERN BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	23	(11)	23	(11)	81	(53)	69	(47)
M.Div. & Pre-M.Div. Non-degree	130	(92)	155	(111)	188	(147)	183	(141)
D.Min./D.Miss./Ed.D./D.M.A	21	(21)	24	(24)	116	(116)	117	(117)
Certificate and Diploma Programs	0	(0)	0	(0)	38	(22)	28	(18)
Special/Unclassified	18	(0)	14	(0)	8	(3)	11	(7)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**192**	**(124)**	**216**	**(146)**	**431**	**(341)**	**408**	**(330)**

	MENNONITE BIBLICAL SEMINARY				MORAVIAN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	15	(10)	0	0	36	(15)	36	(14)
M.Div. & Pre-M.Div. Non-degree	25	(19)	0	0	34	(27)	42	(32)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	0	0	(0)	0	(0)
Certificate and Diploma Programs	5	(4)	0	0	3	(2)	1	(0)
Special/Unclassified	24	(8)	0	0	13	(4)	14	(3)
Interns	0	(0)	0	0	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	0	0	(0)	0	(0)
Totals	**69**	**(41)**	**0**	**0**	**86**	**(48)**	**93**	**(49)**

	MOUNT ANGEL SEMINARY				NAZARENE THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	20	(14)	24	(17)	58	(48)	46	(46)
M.Div. & Pre-M.Div. Non-degree	63	(63)	51	(51)	217	(177)	217	(215)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	39	(39)	37	(37)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	33	(8)	8	(1)	11	(0)	21	(21)
Interns	8	(8)	6	(6)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**124**	**(93)**	**89**	**(75)**	**325**	**(264)**	**321**	**(319)**

	MOUNT SAINT MARY'S SEMINARY				NEW BRUNSWICK THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	47	(47)	42	(50)	17	(7)	21	(8)
M.Div. & Pre-M.Div. Non-degree	88	(96)	94	(103)	153	(70)	152	(73)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	3	(1)	0	(0)	23	(7)	29	(10)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	8	(4)
Totals	**138**	**(144)**	**136**	**(153)**	**193**	**(84)**	**210**	**(95)**

	MULTNOMAH BIBLICAL SEMINARY				NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	77	(43)	60	(30)	202	(196)	178	(78)
M.Div. & Pre-M.Div. Non-degree	40	(28)	47	(33)	688	(505)	655	(230)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	66	(66)	71	(71)
Certificate and Diploma Programs	62	(47)	61	(46)	446	(256)	0	(0)
Special/Unclassified	0	(0)	0	(0)	781	(0)	126	(29)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	69	(69)	72	(72)
Totals	**179**	**(118)**	**168**	**(109)**	**2252**	**(1092)**	**1102**	**(480)**

	NASHOTAH HOUSE				NEW YORK THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	2	(2)	52	(32)	49	(43)
M.Div. & Pre-M.Div. Non-degree	29	(29)	27	(27)	180	(125)	189	(121)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	90	(90)	90	(90)
Certificate and Diploma Programs	1	(1)	3	(3)	0	(0)	0	(0)
Special/Unclassified	0	(0)	3	(3)	25	(10)	10	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	7	(7)	5	(5)	0	(0)	0	(0)
Totals	**37**	**(37)**	**40**	**(40)**	**347**	**(257)**	**338**	**(256)**

	NEWMAN THEOLOGICAL COLLEGE				NOTRE DAME SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	71	(17)	63	(13)	6	(4)	8	(6)
M.Div. & Pre-M.Div. Non-degree	39	(27)	55	(43)	107	(106)	101	(86)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	105	(27)	78	(19)	0	(0)	0	(0)
Special/Unclassified	12	(5)	9	(3)	6	(3)	7	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	25	(7)	13	(2)	0	(0)	0	(0)
Totals	**252**	**(83)**	**218**	**(80)**	**119**	**(113)**	**116**	**(94)**

	NORTH AMERICAN BAPTIST SEMINARY				OBLATE COLLEGE			
	1992		1993		1992		1993	
Professional & Academic M.A.	44	(37)	56	(45)	2	(2)	9	(10)
M.Div. & Pre-M.Div. Non-degree	58	(55)	73	(59)	18	(20)	21	(22)
D.Min./D.Miss./Ed.D./D.M.A	21	(21)	23	(23)	0	(0)	0	(0)
Certificate and Diploma Programs	1	(1)	1	(1)	0	(0)	0	(0)
Special/Unclassified	17	(9)	20	(6)	0	(0)	1	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**141**	**(123)**	**173**	**(134)**	**20**	**(22)**	**31**	**(32)**

	NORTH PARK THEOLOGICAL SEMINARY				OBLATE SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	22	(14)	29	(26)	41	(16)	40	(18)
M.Div. & Pre-M.Div. Non-degree	85	(74)	86	(75)	57	(46)	73	(62)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	4	(3)	1	(1)
Special/Unclassified	37	(16)	45	(12)	24	(13)	20	(7)
Interns	18	(17)	17	(0)	12	(0)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**162**	**(121)**	**177**	**(113)**	**138**	**(78)**	**136**	**(90)**

	NORTHERN BAPTIST THEOLOGICAL SEMINARY				ONTARIO THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	40	(27)	43	(31)	159	(87)	145	(75)
M.Div. & Pre-M.Div. Non-degree	111	(93)	89	(72)	312	(210)	306	(232)
D.Min./D.Miss./Ed.D./D.M.A	13	(13)	20	(20)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	28	(14)	57	(22)
Special/Unclassified	29	(10)	19	(8)	32	(12)	41	(28)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**193**	**(143)**	**171**	**(131)**	**531**	**(323)**	**549**	**(357)**

	ORAL ROBERTS UNIVERSITY SCHOOL OF THEOLOGY				PERKINS SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	136	(122)	154	(131)	66	(43)	72	(56)
M.Div. & Pre-M.Div. Non-degree	326	(242)	344	(252)	225	(186)	212	(171)
D.Min./D.Miss./Ed.D./D.M.A	90	(90)	106	(106)	20	(20)	35	(35)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	3	(3)
Special/Unclassified	0	(0)	0	(0)	8	(0)	6	(0)
Interns	0	(0)	0	(0)	27	(28)	35	(45)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	25	(25)	28	(28)
Totals	**552**	**(454)**	**604**	**(489)**	**371**	**(302)**	**391**	**(338)**

	PACIFIC LUTHERAN THEOLOGICAL SEMINARY				PHILLIPS GRADUATE SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	16	(17)	25	(25)	12	(7)	26	(14)
M.Div. & Pre-M.Div. Non-degree	67	(80)	70	(80)	139	(92)	152	(101)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	20	(20)	19	(19)
Certificate and Diploma Programs	2	(1)	6	(6)	0	(0)	0	(0)
Special/Unclassified	13	(8)	7	(5)	35	(13)	24	(12)
Interns	25	(25)	20	(20)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**123**	**(131)**	**128**	**(136)**	**206**	**(132)**	**221**	**(146)**

	PACIFIC SCHOOL OF RELIGION				PITTSBURGH THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	33	(27)	34	(28)	15	(10)	20	(11)
M.Div. & Pre-M.Div. Non-degree	104	(96)	113	(105)	144	(119)	150	(117)
D.Min./D.Miss./Ed.D./D.M.A	14	(14)	12	(12)	125	(125)	114	(114)
Certificate and Diploma Programs	24	(21)	24	(19)	0	(0)	0	(0)
Special/Unclassified	10	(3)	9	(3)	17	(5)	14	(4)
Interns	3	(0)	4	(1)	1	(1)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	8	(6)	9	(6)
Totals	**188**	**(161)**	**201**	**(168)**	**310**	**(266)**	**307**	**(252)**

	PAYNE THEOLOGICAL SEMINARY				PONTIFICAL COLLEGE JOSEPHINUM			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	0	(0)	6	(3)	0	(0)
M.Div. & Pre-M.Div. Non-degree	31	(19)	46	(27)	68	(68)	71	(86)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	0	(0)	0	(0)	7	(3)	10	(6)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**31**	**(19)**	**46**	**(27)**	**81**	**(74)**	**81**	**(92)**

	POPE JOHN XXIII NATIONAL SEMINARY				QUEEN'S COLLEGE, NEWFOUNDLAND			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	0	(0)	10	(4)	8	(4)
M.Div. & Pre-M.Div. Non-degree	54	(54)	48	(48)	9	(9)	9	(9)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	6	(6)	6	(6)	8	(7)	9	(9)
Special/Unclassified	2	(2)	4	(4)	0	(0)	0	(0)
Interns	0	(0)	4	(4)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**62**	**(62)**	**62**	**(62)**	**27**	**(20)**	**26**	**(22)**

	PRESBYTERIAN SCHOOL OF CHRISTIAN EDUCATION				QUEEN'S THEOLOGICAL COLLEGE			
	1992		1993		1992		1993	
Professional & Academic M.A.	105	(76)	121	(113)	13	(6)	15	(8)
M.Div. & Pre-M.Div. Non-degree	0	(0)	0	(0)	45	(36)	65	(48)
D.Min./D.Miss./Ed.D./D.M.A	15	(15)	16	(16)	0	(0)	0	(0)
Certificate and Diploma Programs	2	(2)	0	(0)	6	(5)	8	(7)
Special/Unclassified	6	(3)	3	(2)	10	(3)	0	(0)
Interns	2	(0)	0	(0)	5	(5)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	14	(4)	9	(2)
Totals	**130**	**(96)**	**140**	**(131)**	**93**	**(59)**	**97**	**(65)**

	PRINCETON THEOLOGICAL SEMINARY				REFORMED PRESBYTERIAN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	25	(22)	25	(20)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	434	(434)	455	(450)	38	(26)	46	(33)
D.Min./D.Miss./Ed.D./D.M.A	118	(118)	121	(121)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	5	(3)	6	(4)
Special/Unclassified	16	(10)	14	(9)	28	(10)	24	(9)
Interns	15	(15)	10	(10)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	190	(178)	190	(181)	0	(0)	0	(0)
Totals	**798**	**(777)**	**815**	**(791)**	**71**	**(39)**	**76**	**(46)**

	PROVIDENCE COLLEGE AND SEMINARY				REFORMED THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	106	(92)	124	(113)	128	(94)	146	(107)
M.Div. & Pre-M.Div. Non-degree	20	(17)	31	(29)	298	(250)	297	(243)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	285	(285)	315	(315)
Certificate and Diploma Programs	15	(10)	16	(7)	11	(8)	21	(10)
Special/Unclassified	126	(18)	38	(13)	53	(14)	59	(18)
Interns	6	(6)	5	(5)	0	(0)	1	(1)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	18	(11)	23	(14)
Totals	**273**	**(143)**	**214**	**(167)**	**793**	**(662)**	**862**	**(708)**

	REGENT COLLEGE				SACRED HEART SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	126	(70)	38	(11)	13	(6)	11	(7)
M.Div. & Pre-M.Div. Non-degree	108	(74)	45	(31)	115	(85)	91	(65)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	104	(43)	343	(214)	30	(28)	35	(30)
Special/Unclassified	53	(9)	102	(35)	17	(5)	2	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	36	(15)	33	(12)	0	(0)	0	(0)
Totals	**427**	**(211)**	**561**	**(303)**	**175**	**(124)**	**139**	**(104)**

	REGENT UNIVERSITY SCHOOL OF DIVINITY				ST. ANDREW'S COLLEGE			
	1992		1993		1992		1993	
Professional & Academic M.A.	160	(138)	141	(113)	7	(4)	14	(7)
M.Div. & Pre-M.Div. Non-degree	65	(58)	90	(72)	25	(20)	26	(22)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	16	(10)	0	(0)	1	(1)	6	(6)
Special/Unclassified	0	(0)	31	(6)	16	(5)	15	(3)
Interns	0	(0)	0	(0)	15	(15)	6	(6)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	7	(3)	3	(0)
Totals	**241**	**(206)**	**262**	**(191)**	**71**	**(48)**	**70**	**(44)**

	REGIS COLLEGE				ST. AUGUSTINE'S SEMINARY OF TORONTO			
	1992		1993		1992		1993	
Professional & Academic M.A.	42	(28)	52	(33)	24	(8)	32	(10)
M.Div. & Pre-M.Div. Non-degree	28	(21)	25	(22)	69	(65)	55	(50)
D.Min./D.Miss./Ed.D./D.M.A	3	(3)	3	(3)	0	(0)	0	(0)
Certificate and Diploma Programs	11	(11)	12	(12)	18	(12)	4	(1)
Special/Unclassified	34	(9)	26	(7)	14	(3)	16	(12)
Interns	0	(0)	0	(0)	12	(2)	10	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	57	(46)	62	(26)	0	(0)	0	(0)
Totals	**175**	**(118)**	**180**	**(103)**	**137**	**(90)**	**117**	**(75)**

	SACRED HEART MAJOR SEMINARY				ST. BERNARD'S INSTITUTE			
	1992		1993		1992		1993	
Professional & Academic M.A.	18	(7)	19	(7)	35	(15)	35	(19)
M.Div. & Pre-M.Div. Non-degree	29	(29)	21	(22)	15	(5)	18	(7)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(11)	9	(4)	4	(2)
Special/Unclassified	34	(10)	22	(2)	53	(21)	53	(20)
Interns	3	(1)	6	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**84**	**(47)**	**68**	**(42)**	**112**	**(45)**	**110**	**(48)**

	SAINT CHARLES BORROMEO SEMINARY				ST. JOHN'S UNIVERSITY SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	142	(58)	125	(52)	48	(44)	64	(53)
M.Div. & Pre-M.Div. Non-degree	106	(106)	106	(106)	22	(22)	20	(21)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	3	(2)	0	(0)
Special/Unclassified	45	(45)	42	(42)	14	(4)	28	(6)
Interns	0	(0)	6	(6)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**293**	**(209)**	**279**	**(206)**	**87**	**(72)**	**112**	**(80)**

	SAINT FRANCIS SEMINARY				ST. JOSEPH'S SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	35	(15)	38	(17)	175	(175)	122	(53)
M.Div. & Pre-M.Div. Non-degree	24	(17)	15	(11)	68	(68)	58	(58)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	48	(0)	0	(0)	0	(0)
Special/Unclassified	30	(0)	22	(0)	0	(0)	35	(12)
Interns	3	(0)	3	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**92**	**(32)**	**126**	**(28)**	**243**	**(243)**	**215**	**(123)**

	ST. JOHN'S SEMINARY (CA)				ST. MARY'S SEMINARY AND UNIVERSITY SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	3	(3)	0	(0)	88	(46)	112	(46)
M.Div. & Pre-M.Div. Non-degree	131	(159)	131	(131)	88	(86)	72	(71)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	4	(4)	2	(0)	40	(28)	60	(20)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**138**	**(166)**	**133**	**(131)**	**216**	**(160)**	**244**	**(137)**

	ST. JOHN'S SEMINARY (MA)				SAINT MARY SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	12	(4)	17	(2)	18	(4)
M.Div. & Pre-M.Div. Non-degree	101	(101)	99	(99)	23	(23)	28	(26)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	24	(1)
Special/Unclassified	0	(0)	3	(3)	22	(6)	13	(4)
Interns	0	(0)	0	(0)	7	(7)	2	(2)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**101**	**(101)**	**114**	**(106)**	**69**	**(38)**	**85**	**(37)**

	ST. MEINRAD SCHOOL OF THEOLOGY				ST. PETER'S SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	52	(45)	50	(27)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	89	(89)	81	(81)	54	(57)	61	(21)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	8	(6)	0	(0)	0	(0)
Special/Unclassified	10	(0)	2	(2)	0	(0)	0	(0)
Interns	8	(8)	9	(9)	16	(16)	9	(9)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**159**	**(142)**	**150**	**(125)**	**70**	**(73)**	**70**	**(30)**

	ST. PATRICK'S SEMINARY				ST. STEPHEN'S COLLEGE			
	1992		1993		1992		1993	
Professional & Academic M.A.	8	(8)	16	(16)	67	(54)	80	(64)
M.Div. & Pre-M.Div. Non-degree	57	(57)	37	(37)	0	(0)	0	(0)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	62	(62)	68	(68)
Certificate and Diploma Programs	0	(0)	0	(0)	12	(7)	32	(24)
Special/Unclassified	6	(5)	5	(5)	66	(66)	0	(0)
Interns	12	(12)	5	(5)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	4	(0)	2	(1)
Totals	**83**	**(82)**	**63**	**(63)**	**211**	**(189)**	**182**	**(157)**

	SAINT PAUL SCHOOL OF THEOLOGY				ST. THOMAS THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	7	(5)	14	(9)	44	(28)	59	(36)
M.Div. & Pre-M.Div. Non-degree	214	(164)	213	(158)	44	(41)	45	(48)
D.Min./D.Miss./Ed.D./D.M.A	60	(60)	54	(54)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	22	(8)	12	(5)
Special/Unclassified	13	(2)	17	(2)	25	(7)	28	(10)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**294**	**(231)**	**298**	**(223)**	**135**	**(84)**	**144**	**(99)**

	SAINT PAUL SEMINARY SCHOOL OF DIVINITY				ST. VINCENT DE PAUL REGIONAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	31	(25)	32	(8)	10	(1)	5	(2)
M.Div. & Pre-M.Div. Non-degree	68	(66)	60	(56)	70	(70)	56	(56)
D.Min./D.Miss./Ed.D./D.M.A	1	(1)	7	(7)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	16	(5)	0	(0)	0	(0)
Special/Unclassified	0	(0)	0	(0)	29	(23)	28	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**100**	**(92)**	**115**	**(76)**	**109**	**(94)**	**89**	**(60)**

	SAINT VINCENT SEMINARY				SEABURY-WESTERN THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	15	(7)	11	(6)	3	(3)	3	(2)
M.Div. & Pre-M.Div. Non-degree	71	(65)	61	(58)	76	(69)	66	(62)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	14	(14)	11	(11)
Certificate and Diploma Programs	0	(0)	0	(0)	3	(3)	11	(10)
Special/Unclassified	6	(2)	7	(2)	6	(1)	5	(3)
Interns	0	(0)	0	(0)	0	(0)	1	(1)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**92**	**(74)**	**79**	**(66)**	**102**	**(90)**	**97**	**(89)**

	ST. VLADIMIR'S ORTHODOX THEOLOGICAL SEMINARY				SEATTLE UNIVERSITY INSTITUTE FOR THEOLOGICAL STUDIES			
	1992		1993		1992		1993	
Professional & Academic M.A.	24	(22)	14	(11)	121	(78)	154	(89)
M.Div. & Pre-M.Div. Non-degree	38	(29)	39	(33)	15	(7)	13	(4)
D.Min./D.Miss./Ed.D./D.M.A	8	(8)	12	(12)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	12	(5)
Special/Unclassified	11	(3)	7	(1)	0	(0)	0	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	11	(6)	16	(11)	0	(0)	0	(0)
Totals	**92**	**(68)**	**88**	**(68)**	**136**	**(85)**	**179**	**(98)**

	S.S. CYRIL & METHODIUS SEMINARY				SEMINARY OF THE EAST			
	1992		1993		1992		1993	
Professional & Academic M.A.	18	(9)	19	(6)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	20	(23)	18	(22)	89	(89)	112	(72)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	14	(12)	20	(0)
Special/Unclassified	32	(5)	33	(6)	2	(1)	2	(1)
Interns	8	(2)	14	(2)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**78**	**(39)**	**84**	**(36)**	**105**	**(102)**	**134**	**(73)**

	SAN FRANCISCO THEOLOGICAL SEMINARY				SEMINARY OF THE IMMACULATE CONCEPTION			
	1992		1993		1992		1993	
Professional & Academic M.A.	40	(21)	23	(16)	142	(57)	119	(52)
M.Div. & Pre-M.Div. Non-degree	178	(163)	178	(181)	51	(51)	58	(49)
D.Min./D.Miss./Ed.D./D.M.A	356	(356)	365	(365)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	10	(3)
Special/Unclassified	51	(9)	34	(17)	0	(0)	2	(2)
Interns	24	(24)	28	(28)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	9	(9)	7	(7)	0	(0)	0	(0)
Totals	**658**	**(582)**	**635**	**(614)**	**193**	**(108)**	**189**	**(106)**

	SEVENTH-DAY ADVENTIST THEOLOGICAL SEMINARY				SOUTHWESTERN BAPTIST THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	22	(13)	18	(11)	1218	(1013)	1336	(1050)
M.Div. & Pre-M.Div. Non-degree	277	(253)	273	(263)	1498	(1098)	1476	(1027)
D.Min./D.Miss./Ed.D./D.M.A	58	(58)	62	(62)	191	(191)	164	(164)
Certificate and Diploma Programs	0	(0)	0	(0)	245	(168)	264	(140)
Special/Unclassified	2	(1)	10	(5)	55	(29)	38	(14)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	65	(65)	61	(61)	157	(157)	180	(174)
Totals	**424**	**(390)**	**424**	**(402)**	**3364**	**(2656)**	**3458**	**(2569)**

	SHAW DIVINITY SCHOOL				STARR KING SCHOOL FOR THE MINISTRY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	0	(0)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	82	(82)	51	(0)	51	(51)	48	(48)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	71	(71)	37	(37)	0	(0)	0	(0)
Special/Unclassified	0	(0)	0	(0)	0	(0)	0	(0)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**153**	**(153)**	**88**	**(37)**	**51**	**(51)**	**48**	**(48)**

	SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY				SWEDENBORG SCHOOL OF RELIGION			
	1992		1993		1992		1993	
Professional & Academic M.A.	38	(28)	52	(35)	5	(4)	4	(4)
M.Div. & Pre-M.Div. Non-degree	413	(341)	493	(385)	3	(3)	0	(0)
D.Min./D.Miss./Ed.D./D.M.A	14	(14)	15	(15)	0	(0)	0	(0)
Certificate and Diploma Programs	62	(53)	72	(59)	2	(1)	8	(7)
Special/Unclassified	9	(5)	49	(17)	0	(0)	4	(2)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	10	(9)	7	(7)	0	(0)	0	(0)
Totals	**546**	**(450)**	**688**	**(518)**	**10**	**(8)**	**16**	**(13)**

	SOUTHERN BAPTIST THEOLOGICAL SEMINARY				TALBOT SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	320	(245)	274	(204)	170	(84)	197	(92)
M.Div. & Pre-M.Div. Non-degree	1036	(712)	882	(625)	217	(128)	226	(133)
D.Min./D.Miss./Ed.D./D.M.A	151	(151)	130	(130)	115	(115)	103	(103)
Certificate and Diploma Programs	441	(206)	367	(169)	24	(11)	18	(7)
Special/Unclassified	161	(70)	127	(66)	24	(8)	18	(5)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	160	(160)	141	(141)	24	(8)	27	(12)
Totals	**2269**	**(1544)**	**1921**	**(1335)**	**574**	**(354)**	**589**	**(352)**

	TRINITY COLLEGE FACULTY OF DIVINITY				UNION THEOLOGICAL SEMINARY (NY)			
	1992		1993		1992		1993	
Professional & Academic M.A.	2	(1)	3	(1)	27	(26)	33	(30)
M.Div. & Pre-M.Div. Non-degree	51	(36)	49	(39)	130	(117)	133	(122)
D.Min./D.Miss./Ed.D./D.M.A	8	(8)	9	(9)	8	(8)	8	(8)
Certificate and Diploma Programs	6	(5)	10	(8)	0	(0)	0	(0)
Special/Unclassified	9	(4)	13	(6)	16	(8)	15	(7)
Interns	0	(0)	0	(0)	1	(0)	5	(1)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	27	(27)	24	(16)	120	(120)	115	(114)
Totals	**103**	**(81)**	**108**	**(79)**	**302**	**(279)**	**309**	**(282)**

	TRINITY EPISCOPAL SCHOOL FOR MINISTRY				UNION THEOLOGICAL SEMINARY IN VIRGINIA			
	1992		1993		1992		1993	
Professional & Academic M.A.	18	(10)	19	(11)	0	(0)	0	(0)
M.Div. & Pre-M.Div. Non-degree	43	(43)	43	(40)	174	(170)	169	(161)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	31	(31)	30	(30)
Certificate and Diploma Programs	13	(11)	16	(11)	0	(0)	0	(0)
Special/Unclassified	47	(23)	55	(28)	0	(0)	0	(0)
Interns	1	(0)	1	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	59	(57)	60	(60)
Totals	**122**	**(87)**	**134**	**(90)**	**264**	**(258)**	**259**	**(251)**

	TRINITY EVANGELICAL DIVINITY SCHOOL				UNITED THEOLOGICAL SEMINARY (OH)			
	1992		1993		1992		1993	
Professional & Academic M.A.	212	(157)	269	(224)	55	(31)	53	(27)
M.Div. & Pre-M.Div. Non-degree	476	(358)	439	(338)	198	(146)	199	(142)
D.Min./D.Miss./Ed.D./D.M.A	681	(681)	749	(749)	241	(241)	247	(247)
Certificate and Diploma Programs	36	(18)	33	(23)	0	(0)	0	(0)
Special/Unclassified	90	(56)	72	(43)	88	(14)	90	(13)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	138	(120)	148	(133)	0	(0)	0	(0)
Totals	**1633**	**(1390)**	**1710**	**(1510)**	**582**	**(432)**	**589**	**(429)**

	TRINITY LUTHERAN SEMINARY				UNITED THEOLOGICAL SEMINARY OF THE TWIN CITIES			
	1992		1993		1992		1993	
Professional & Academic M.A.	31	(20)	35	(23)	43	(24)	48	(30)
M.Div. & Pre-M.Div. Non-degree	145	(139)	123	(116)	96	(77)	106	(81)
D.Min./D.Miss./Ed.D./D.M.A	3	(3)	0	(0)	43	(43)	50	(50)
Certificate and Diploma Programs	0	(0)	0	(0)	2	(2)	2	(2)
Special/Unclassified	20	(0)	17	(0)	52	(19)	48	(16)
Interns	27	(27)	48	(48)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	12	(3)	10	(4)	0	(0)	0	(0)
Totals	**238**	**(192)**	**233**	**(191)**	**236**	**(165)**	**254**	**(179)**

	UNIVERSITY OF CHICAGO DIVINITY SCHOOL				UNIVERSITY OF ST. MICHAEL'S COLLEGE			
	1992		1993		1992		1993	
Professional & Academic M.A.	54	(54)	62	(0)	85	(54)	86	(60)
M.Div. & Pre-M.Div. Non-degree	43	(43)	38	(38)	60	(54)	50	(45)
D.Min./D.Miss./Ed.D./D.M.A	2	(2)	2	(2)	9	(9)	9	(9)
Certificate and Diploma Programs	0	(0)	0	(0)	26	(10)	19	(7)
Special/Unclassified	0	(0)	0	(0)	25	(9)	33	(15)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	285	(285)	275	(275)	66	(64)	81	(81)
Totals	**384**	**(384)**	**377**	**(315)**	**271**	**(200)**	**278**	**(217)**

	UNIVERSITY OF DUBUQUE THEOLOGICAL SEMINARY				UNIVERSITY OF ST. THOMAS SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	11	(8)	9	(9)	30	(22)	40	(24)
M.Div. & Pre-M.Div. Non-degree	113	(119)	119	(126)	57	(48)	65	(53)
D.Min./D.Miss./Ed.D./D.M.A	8	(8)	5	(5)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	94	(91)	82	(55)
Special/Unclassified	8	(3)	8	(4)	10	(3)	24	(13)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**140**	**(138)**	**141**	**(144)**	**191**	**(164)**	**211**	**(145)**

	UNIVERSITY OF NOTRE DAME DEPARTMENT OF THEOLOGY				UNIVERSITY OF THE SOUTH SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	38	(38)	92	(92)	4	(3)	2	(2)
M.Div. & Pre-M.Div. Non-degree	42	(42)	37	(37)	65	(62)	67	(67)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	58	(58)	56	(56)
Certificate and Diploma Programs	0	(0)	0	(0)	1	(0)	1	(1)
Special/Unclassified	0	(0)	0	(0)	12	(0)	15	(3)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	81	(81)	78	(78)	10	(4)	11	(4)
Totals	**161**	**(161)**	**207**	**(207)**	**150**	**(127)**	**152**	**(133)**

	UNIVERSITY OF ST. MARY OF THE LAKE				UNIVERSITY OF WINNIPEG FACULTY OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	0	(0)	0	(0)	85	(25)
M.Div. & Pre-M.Div. Non-degree	171	(192)	163	(179)	45	(20)	46	(25)
D.Min./D.Miss./Ed.D./D.M.A	74	(74)	34	(34)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	173	(34)	38	(13)
Special/Unclassified	0	(0)	0	(0)	28	(6)	45	(29)
Interns	2	(2)	2	(2)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	21	(21)	14	(12)	20	(4)	23	(4)
Totals	**268**	**(289)**	**213**	**(227)**	**266**	**(64)**	**237**	**(96)**

	VANCOUVER SCHOOL OF THEOLOGY				WARTBURG THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	13	(8)	19	(11)	8	(8)	6	(4)
M.Div. & Pre-M.Div. Non-degree	93	(82)	77	(70)	139	(122)	135	(134)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	0	(0)	0	(0)
Special/Unclassified	11	(9)	9	(6)	24	(8)	25	(9)
Interns	2	(2)	2	(2)	53	(53)	43	(43)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	4	(1)	8	(4)	11	(8)	13	(9)
Totals	**123**	**(102)**	**115**	**(93)**	**235**	**(199)**	**222**	**(199)**

	VANDERBILT UNIVERSITY DIVINITY SCHOOL				WASHINGTON THEOLOGICAL UNION			
	1992		1993		1992		1993	
Professional & Academic M.A.	66	(52)	69	(54)	45	(24)	57	(36)
M.Div. & Pre-M.Div. Non-degree	119	(90)	121	(94)	108	(96)	90	(81)
D.Min./D.Miss./Ed.D./D.M.A	12	(12)	11	(11)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	50	(52)	76	(40)
Special/Unclassified	9	(4)	4	(1)	39	(9)	22	(9)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	127	(127)	133	(133)	0	(0)	0	(0)
Totals	**333**	**(285)**	**338**	**(293)**	**242**	**(181)**	**245**	**(166)**

	(VIRGINIA) PROTESTANT EPISCOPAL THEOLOGICAL SEMINARY IN VIRGINIA				WATERLOO LUTHERAN SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	18	(16)	23	(19)	70	(39)	73	(46)
M.Div. & Pre-M.Div. Non-degree	123	(130)	132	(132)	28	(22)	25	(17)
D.Min./D.Miss./Ed.D./D.M.A	35	(35)	36	(36)	0	(0)	0	(0)
Certificate and Diploma Programs	9	(11)	15	(16)	10	(7)	13	(9)
Special/Unclassified	20	(6)	15	(4)	13	(6)	18	(7)
Interns	1	(0)	1	(0)	6	(6)	6	(6)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	24	(15)	14	(5)
Totals	**206**	**(198)**	**222**	**(207)**	**151**	**(95)**	**149**	**(90)**

	VIRGINIA UNION UNIVERSITY SCHOOL OF THEOLOGY				WESLEY BIBLICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	0	(0)	0	(0)	27	(15)	21	(21)
M.Div. & Pre-M.Div. Non-degree	126	(118)	155	(147)	47	(28)	52	(52)
D.Min./D.Miss./Ed.D./D.M.A	24	(24)	28	(28)	0	(0)	0	(0)
Certificate and Diploma Programs	471	(471)	331	(331)	1	(0)	2	(2)
Special/Unclassified	0	(0)	1	(1)	11	(2)	21	(21)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**621**	**(613)**	**515**	**(507)**	**86**	**(45)**	**96**	**(96)**

	WESLEY THEOLOGICAL SEMINARY				WESTMINSTER THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	82	(41)	75	(43)	88	(66)	90	(61)
M.Div. & Pre-M.Div. Non-degree	314	(258)	314	(252)	132	(114)	131	(113)
D.Min./D.Miss./Ed.D./D.M.A	86	(86)	110	(110)	117	(117)	103	(103)
Certificate and Diploma Programs	0	(0)	0	(0)	6	(1)	10	(2)
Special/Unclassified	65	(21)	55	(17)	36	(21)	33	(12)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	178	(155)	187	(167)
Totals	**547**	**(406)**	**554**	**(422)**	**557**	**(474)**	**554**	**(458)**

	WESTERN EVANGELICAL SEMINARY				WESTMINSTER THEOLOGICAL SEMINARY IN CA			
	1992		1993		1992		1993	
Professional & Academic M.A.	94	(66)	105	(86)	22	(14)	32	(31)
M.Div. & Pre-M.Div. Non-degree	37	(25)	37	(24)	60	(43)	67	(58)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)	51	(51)	65	(65)
Certificate and Diploma Programs	9	(4)	7	(0)	0	(0)	0	(0)
Special/Unclassified	17	(6)	25	(0)	9	(2)	14	(9)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	0	(0)	0	(0)	0	(0)	0	(0)
Totals	**157**	**(101)**	**174**	**(110)**	**142**	**(110)**	**178**	**(163)**

	WESTERN SEMINARY				WESTON JESUIT SCHOOL OF THEOLOGY			
	1992		1993		1992		1993	
Professional & Academic M.A.	102	(51)	119	(10)	24	(22)	35	(27)
M.Div. & Pre-M.Div. Non-degree	262	(173)	267	(161)	62	(62)	71	(67)
D.Min./D.Miss./Ed.D./D.M.A	65	(65)	119	(119)	0	(0)	0	(0)
Certificate and Diploma Programs	29	(10)	13	(6)	0	(0)	44	(44)
Special/Unclassified	106	(51)	109	(40)	0	(0)	49	(20)
Interns	0	(0)	0	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	22	(20)	22	(5)	40	(37)	16	(16)
Totals	**586**	**(370)**	**649**	**(341)**	**126**	**(121)**	**215**	**(174)**

	WESTERN THEOLOGICAL SEMINARY				WINEBRENNER THEOLOGICAL SEMINARY			
	1992		1993		1992		1993	
Professional & Academic M.A.	17	(17)	22	(16)	10	(4)	15	(5)
M.Div. & Pre-M.Div. Non-degree	83	(60)	68	(49)	46	(32)	52	(32)
D.Min./D.Miss./Ed.D./D.M.A	20	(20)	25	(25)	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)	12	(8)	14	(8)
Special/Unclassified	21	(6)	19	(5)	4	(1)	5	(1)
Interns	1	(1)	1	(0)	0	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D	10	(10)	10	(8)	0	(0)	0	(0)
Totals	**152**	**(114)**	**145**	**(103)**	**72**	**(45)**	**86**	**(46)**

WYCLIFFE COLLEGE

	1992		1993	
Professional & Academic M.A.	11	(6)	13	(6)
M.Div. & Pre-M.Div. Non-degree	39	(29)	56	(41)
D.Min./D.Miss./Ed.D./D.M.A	5	(5)	4	(4)
Certificate and Diploma Programs	18	(12)	24	(12)
Special/Unclassified	0	(0)	0	(0)
Interns	1	(0)	0	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	42	(39)	54	(54)
Totals	**116**	**(91)**	**151**	**(117)**

YALE UNIVERSITY DIVINITY SCHOOL

	1992		1993	
Professional & Academic M.A.	110	(104)	111	(104)
M.Div. & Pre-M.Div. Non-degree	246	(234)	246	(232)
D.Min./D.Miss./Ed.D./D.M.A	0	(0)	0	(0)
Certificate and Diploma Programs	0	(0)	0	(0)
Special/Unclassified	3	(1)	1	(0)
Interns	4	(0)	1	(0)
S.T.M./Th.M./Th.D./S.T.D./Ph.D.	38	(28)	33	(25)
Totals	**401**	**(367)**	**392**	**(361)**

Table 2.20A: Enrollment Summary by Degree, Gender, and Race—Head Count

For definitions of racial/ethnic identifications, please see the Introduction to the *Fact Book*.

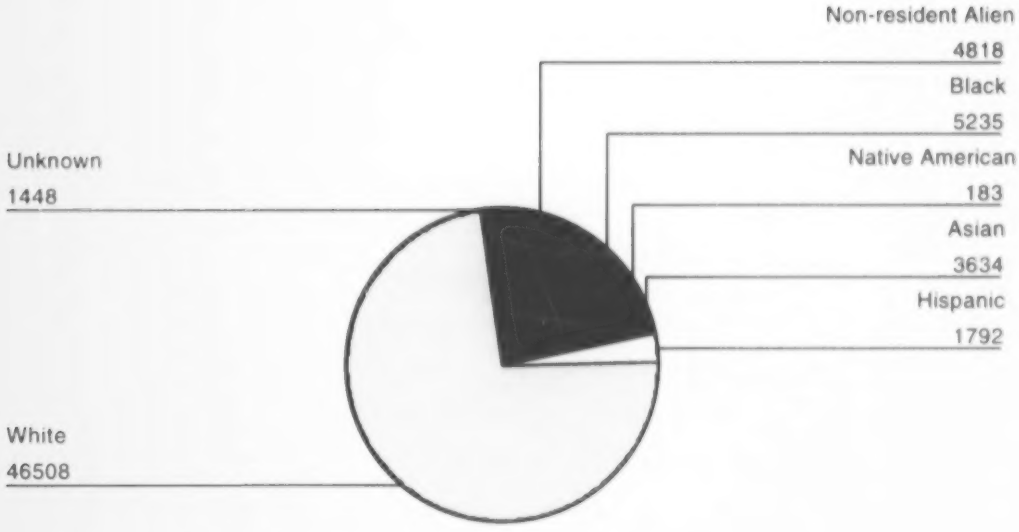
Although theological schools have made commitments to diversify their student bodies, overall racial/ethnic enrollment lags behind the general population which students are called to serve. An institution's location, mission statement, particular programs, and minority representation on the faculty all contribute to a perception of whether or not a school is open to welcoming racial/ethnic students. Statistics do indicate much greater progress in the recruitment and integration of women students into the life of institutions.

QUESTIONS TO CONSIDER

1. *What are the recent trends in enrollment by race and gender at your institution?*
2. *Are changes based on conscious efforts or strategies by the institution? How well have these strategies worked?*
3. *Are racial/ethnic and women students concentrated in certain degree programs? Why?*
4. *Do various ethnic groups present differing needs? How are these met?*
5. *What specific efforts have been made to increase racial/ethnic and women faculty and administrators?*
6. *What specific efforts are made to improve the experience of seminary life for racial/ethnic and women students?*

Table 2.20A presents in summary form enrollment by gender and race in all major categories of programs and in the specific degree and nondegree programs as reported by member schools in the ATS Annual Report Forms for fall 1993. The data are taken from the section entitled Enrollment (EF-1) of the Annual Report Forms. These tables present only the broader categories of degree and nondegree programs. The revised 1988 Annual Report Forms and all later forms provide a separate category for Non-Resident Alien or Visa students that did not exist in earlier years. In prior years they were combined as "all others" because the distinction was not as clearly drawn as at present. Some schools do not provide racial breakdown of students, and therefore the category Race Unknown was added in 1993.

GRAPH 2.20-1



1993 Enrollment Summary by Race-Head Count

TABLE 2.20A

Fall 1993 Enrollment Summary by Degree, Gender, and Race: Head Count

Degrees	Non Resident Alien or Visa		Black Non-Hispanic		Native American Alaskan, Inuit		Asian or Pacific Islander	
	Men	Women	Men	Women	Men	Women	Men	Women
Professional and Academic M.A. Programs								
M. R. E.	87	74	62	59	3	2	34	76
M.C.M./M.S.M	17	33	3	7	0	0	8	9
M.A./M.A.R./M.T.S.	331	163	236	224	16	6	215	144
M.A. in (Special)	150	125	58	110	2	9	61	69
M.P.S./M.A.P.S.	12	13	39	23	1	2	24	16
% of Total: Men & Women	1.6%		1.3%		0.1%		1.0%	
M.Div. and Pre-M.Div. Non-degree (excluding intern year)								
Pre-M.Div. Non-degree	6	2	3	9	0	0	10	2
M.Div.	1177	207	1579	969	51	27	1235	197
% of Total: Men & Women	2.2%		4.0%		0.1%		2.3%	
Professional Doctoral Programs								
D.Min.	803	53	491	114	10	1	404	20
D.Miss.	72	6	3	0	0	0	26	2
Ed.D.	41	18	5	3	1	0	14	6
D.S.M./D.M.A.	5	2	0	0	0	0	0	0
% of Total: Men & Women	1.6%		1.0%		0.0%		0.7%	
Certificate and Diploma Programs (non-preordination only)								
	131	98	345	305	14	13	171	116
% of Total: Men & Women	0.3%		1.0%		0.0%		0.5%	
Special/Unclassified								
	208	73	196	134	6	4	221	122
% of Total: Men & Women	0.4%		0.5%		0.0%		0.5%	
Interns								
	36	6	10	14	1	0	14	2
% of Total: Men & Women	0.1%		0.0%		0.0%		0.0%	
Advanced Research and Academic Degree Programs								
S.T.M./Th.M.	349	28	85	11	2	0	186	15
Th.D./S.T.D.	57	11	15	4	0	0	42	10
Ph.D.	338	86	72	47	5	7	130	33
% of Total: Men & Women	1.4%		0.4%		0.0%		0.7%	
Total	3820	998	3202	2033	112	71	2795	839
% of Total: Men & Women	7.6%		8.2%		0.3%		5.7%	

TABLE 2.20A

Fall 1993 Enrollment Summary by Degree, Gender, and Race: Head Count

	Hispanic		White Non-Hispanic		Race Unknown		Total	Total
	Men	Women	Men	Women	Men	Women	Men	Women
Professional and Academic M.A. Programs								
M. R. E.	21	8	934	660	28	7	1169	886
M.C.M./M.S.M	3	0	267	92	0	0	298	141
M.A./M.A.R./M.T.S.	98	80	2934	2313	167	204	3997	3134
M.A. in (Special)	47	55	1154	1449	38	15	1510	1832
M.P.S./M.A.P.S.	34	18	174	342	0	2	284	416
% of Total: Men & Women	0.6%		16.2%		0.7%		11.4%	10.1%
M.Div. and Pre-M.Div. Non-degree (excluding intern year)								
Pre-M.Div. Non-degree	12	1	158	65	10	7	199	86
M.Div.	555	151	14686	5370	146	91	19429	7012
% of Total: Men & Women	1.1%		31.9%		0.4%		30.9%	11.2%
Professional Doctoral Programs								
D.Min.	152	55	4747	592	137	31	6744	866
D.Miss.	1	0	218	6	0	0	320	14
Ed.D.	2	6	143	75	0	0	206	108
D.S.M./D.M.A.	0	0	30	7	0	0	35	9
% of Total: Men & Women	0.3%		9.1%		0.3%		11.5%	1.6%
Certificate and Diploma Programs								
	205	86	1326	806	25	44	2217	1468
% of Total: Men & Women	0.5%		3.4%		0.1%		3.5%	2.3%
Special/Unclassified								
	88	26	1980	1835	85	91	2784	2285
% of Total: Men & Women	0.2%		6.0%		0.3%		4.4%	3.6%
Interns								
	8	3	515	214	0	0	584	239
% of Total: Men & Women	0.0%		1.1%		0.0%		0.9%	0.4%
Advanced Research and Academic Degree Programs								
S.T.M./Th.M.	21	2	959	163	9	6	1611	225
Th.D./S.T.D.	3	0	178	91	3	3	298	119
Ph.D.	37	14	1372	653	181	118	2135	958
% of Total: Men & Women	0.1%		5.4%		0.5%		6.4%	2.1%
Totals	1287	505	31775	14733	829	619	43820	19798
% of Total: Men & Women	2.8%		73.1%		2.3%		68.9%	31.1%

Table 2.20B: Four-Year Enrollment Summary by Degree for Underrepresented Constituencies

Information for these tables is found on the ATS Annual Report Forms, EF-1 through EF-6. Graphs depicting this information are found on the following pages.

There is continued interest in the status of underrepresented constituencies within ATS schools and within various degree programs. The following tables and graphs provide extensive breakdowns for analysis. Please refer to the Introduction to the *Fact Book* for detailed information regarding changes in the collection of data on the Annual Report Forms.

In comparing this data with that of 1992, there are only two areas of significant change. Two certificate programs designed for African-American students have been discontinued resulting in a loss of 570 students. However, 237 additional students enrolled in other degree programs reducing the total loss to 333 students. Over the years enrollment in certificate programs is the least consistent and can dramatically affect the total number count of racial/ethnic groupings when their total numbers are already low. It is therefore important to note whether or not there have been increases in other degree programs even if there is an overall decrease. The increase in students in regular degree programs is a sign of encouragement and can be observed among Hispanic students as well. The largest increase, 13.5%, is that of Asian students whose enrollment distribution is across the range of ATS schools. The large decrease of 973 enrollees is that of white students. This decrease can be partially explained by the increase from 775 reported in 1992 to 1448 in 1993 of those schools listing *race unknown*. Even with that taken into account, there remains a slight decline proportionally in the number of white students, most notably among women. In 1992 women made up 31.2% of the student body; in 1993, 31.1%.

TABLE 2.20B

Race / Gender 4-Year Span

Total Enrollment / Per Degree

ASIAN	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	232	179	263	188	312	294	342	314
M./Div./Pre-M.Div. Non-Degree	975	117	993	140	1136	166	1245	199
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	273	25	309	23	394	44	444	28
Certificate & Diploma Programs	66	46	114	61	115	83	171	116
Special/Unclassified	145	66	141	86	191	75	221	122
Interns	12	0	15	3	10	1	14	2
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	273	35	276	41	278	46	358	58
Total Head Counts	**1976**	**468**	**2111**	**542**	**2436**	**709**	**2795**	**839**

BLACK	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	332	299	352	314	378	317	398	423
M./Div./Pre-M.Div. Non-Degree	1408	688	1531	827	1608	947	1582	978
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	390	63	367	93	442	96	499	117
Certificate & Diploma Programs	286	141	355	219	687	533	345	305
Special/Unclassified	240	171	218	142	189	130	196	134
Interns	17	11	12	15	11	7	10	14
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	186	43	173	53	173	50	172	62
Total Head Counts	**2859**	**1416**	**3008**	**1663**	**3488**	**2080**	**3202**	**2033**

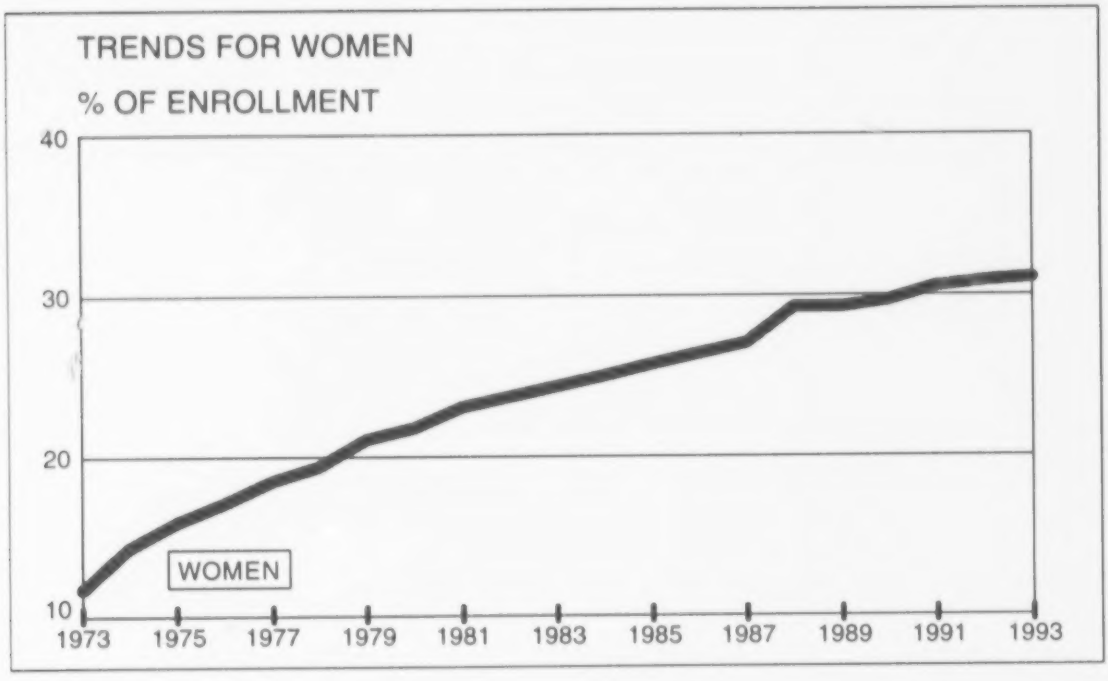
HISPANIC	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	178	90	161	145	169	148	203	161
M./Div./Pre-M.Div. Non-Degree	577	108	562	132	563	141	567	152
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	91	15	83	14	91	20	155	61
Certificate & Diploma Programs	463	122	217	81	250	101	205	86
Special/Unclassified	105	65	104	39	86	36	88	26
Interns	18	2	12	5	15	2	8	3
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	64	15	59	13	55	14	61	16
Total Head Counts	**1496**	**417**	**1198**	**429**	**1229**	**462**	**1287**	**505**

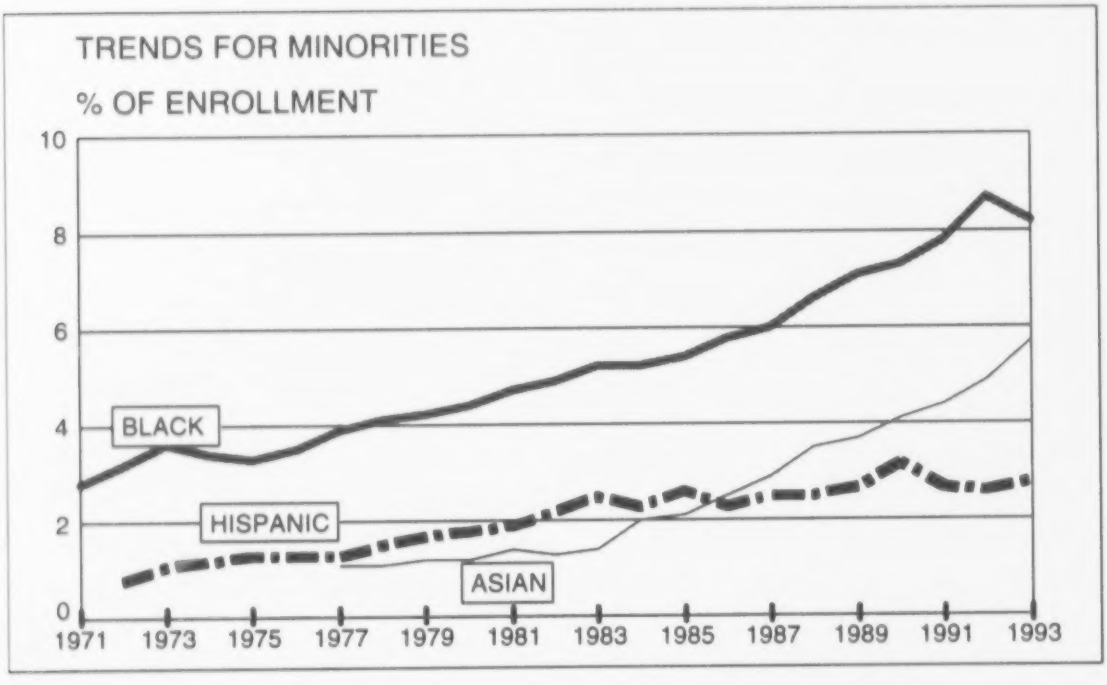
NATIVE AMERICAN	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	17	8	17	13	23	19	22	19
M./Div./Pre-M.Div. Non-Degree	41	16	55	16	43	18	51	27
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	11	0	9	0	14	1	11	1
Certificate & Diploma Programs	11	9	10	10	7	6	14	13
Special/Unclassified	10	4	11	4	9	4	6	4
Interns	1	0	1	0	1	1	1	0
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	6	2	8	2	6	3	7	7
Total Head Counts	**97**	**39**	**111**	**45**	**103**	**52**	**112**	**71**

NON-RESIDENT ALIEN	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	517	315	587	354	585	409	597	408
M./Div./Pre-M.Div. Non-Degree	1068	188	1188	155	1276	186	1183	209
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	636	87	731	80	927	84	921	79
Certificate & Diploma Programs	90	60	105	61	80	69	131	98
Special/Unclassified	234	113	204	119	212	98	208	73
Interns	40	3	25	2	34	7	36	6
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	706	118	748	127	789	149	744	125
Total Head Counts	**3291**	**884**	**3588**	**898**	**3903**	**1002**	**3820**	**998**

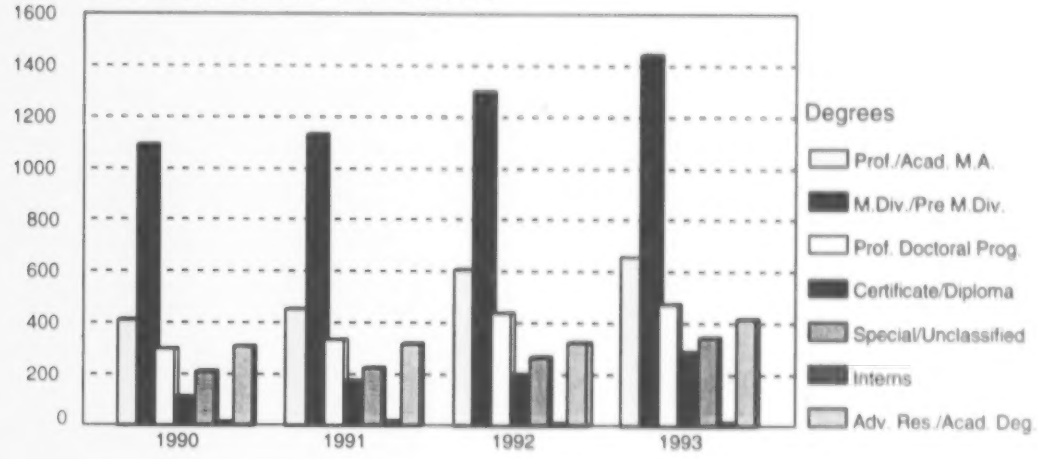
WHITE	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	4829	4332	5020	4412	5262	4593	5463	4856
M./Div./Pre-M.Div. Non-Degree	14796	4908	14651	5006	15003	5236	14844	5435
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	5194	632	5226	660	5170	664	5138	680
Certificate & Diploma Programs	1187	691	1283	855	1424	980	1326	806
Special/Unclassified	2283	2517	2303	2493	2324	2752	1980	1835
Interns	545	234	518	199	496	228	515	214
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	2842	925	2612	901	2464	885	2509	907
Total Head Counts	**31676**	**14239**	**31613**	**14526**	**32143**	**15338**	**31775**	**14733**

RACE UNKNOWN	1990		1991		1992		1993	
Degree	**M**	**W**	**M**	**W**	**M**	**W**	**M**	**W**
Professional & Academic MA	73	27	53	31	106	69	233	228
M./Div./Pre-M.Div. Non-Degree	115	37	26	21	119	63	156	98
D.Min./D.Miss./Ed.D/D.S.M./D.M.A.	0	0	2	1	9	5	137	31
Certificate & Diploma Programs	29	9	0	0	5	9	25	44
Special/Unclassified	13	11	0	0	16	14	85	91
Interns	0	0	0	0	0	0	0	0
S.T.M./Th.M/Th.D/S.T.D./Ph.D.	0	0	128	92	191	123	193	127
Total Head Counts	**230**	**84**	**209**	**145**	**446**	**283**	**829**	**619**

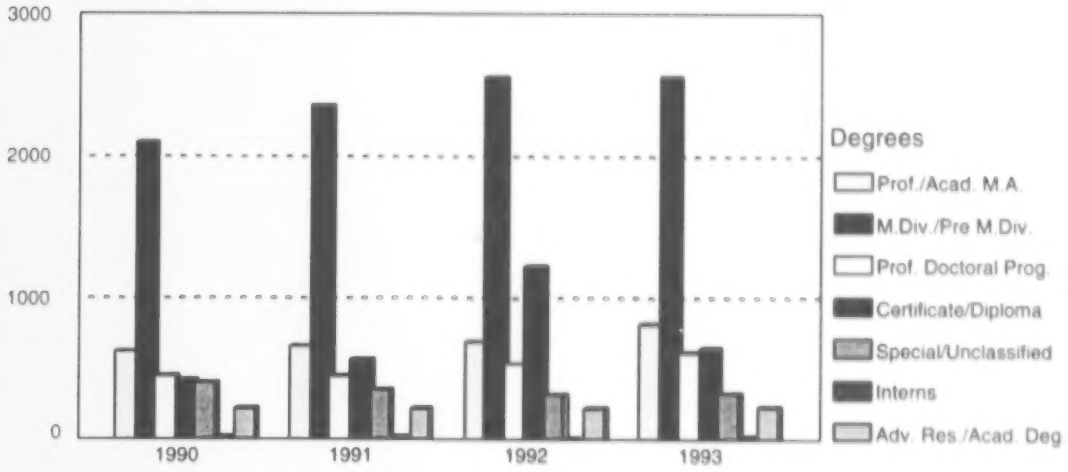

TRENDS FOR WOMEN
% OF ENROLLMENT
40
30
20
10
WOMEN
1973
1975
1977
1979
1981
1983
1985
1987
1989
1991
1993


TRENDS FOR MINORITIES
% OF ENROLLMENT
10
8
6
4
2
0
BLACK
HISPANIC
ASIAN
1971
1973
1975
1977
1979
1981
1983
1985
1987
1989
1991
1993

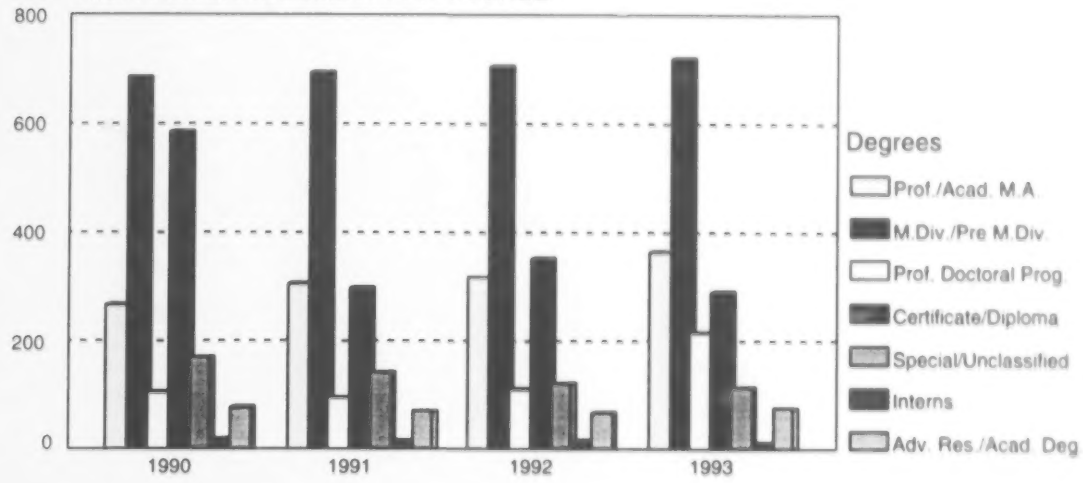
ASIAN ENROLLMENT PER DEGREE



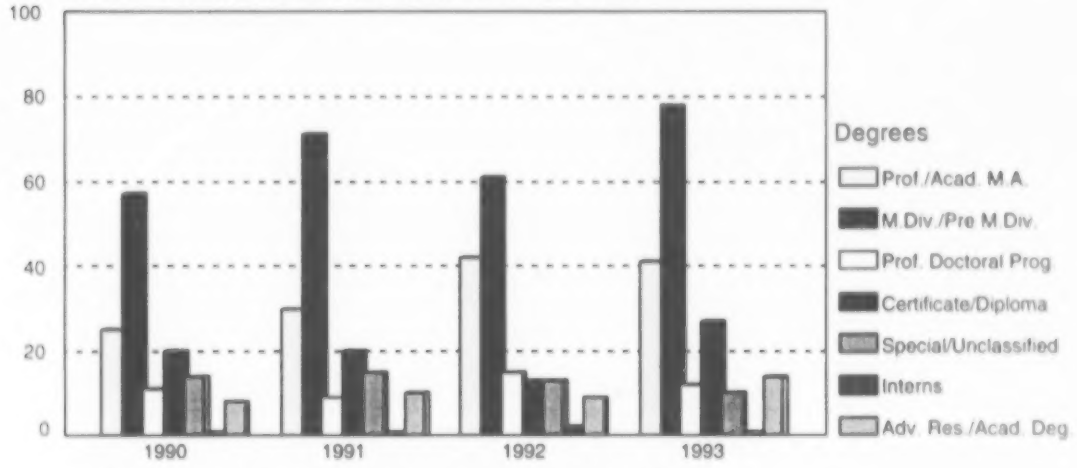
BLACK ENROLLMENT PER DEGREE



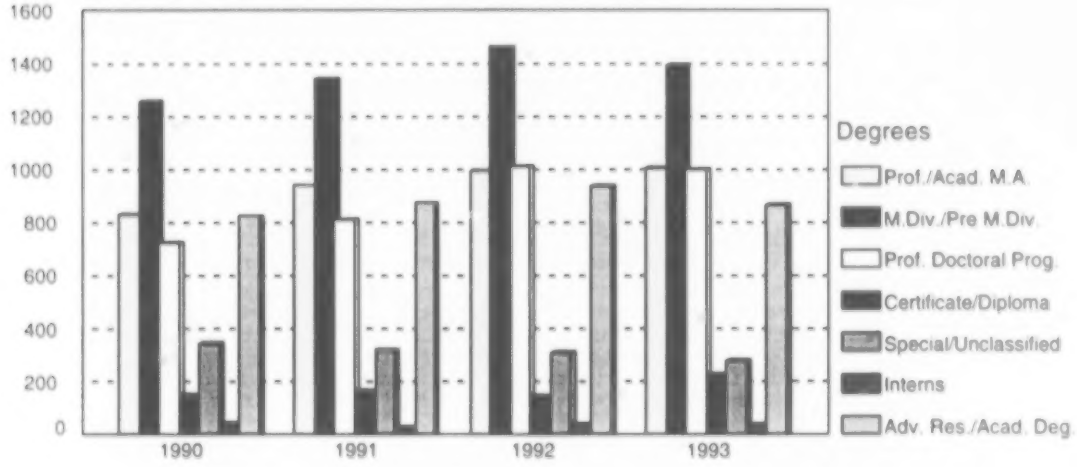
HISPANIC ENROLLMENT PER DEGREE



NATIVE AMERICAN ENROLLMENT PER DEGREE



NON-RESIDENT ALIEN ENROLLMENT PER DEGREE



WHITE ENROLLMENT PER DEGREE

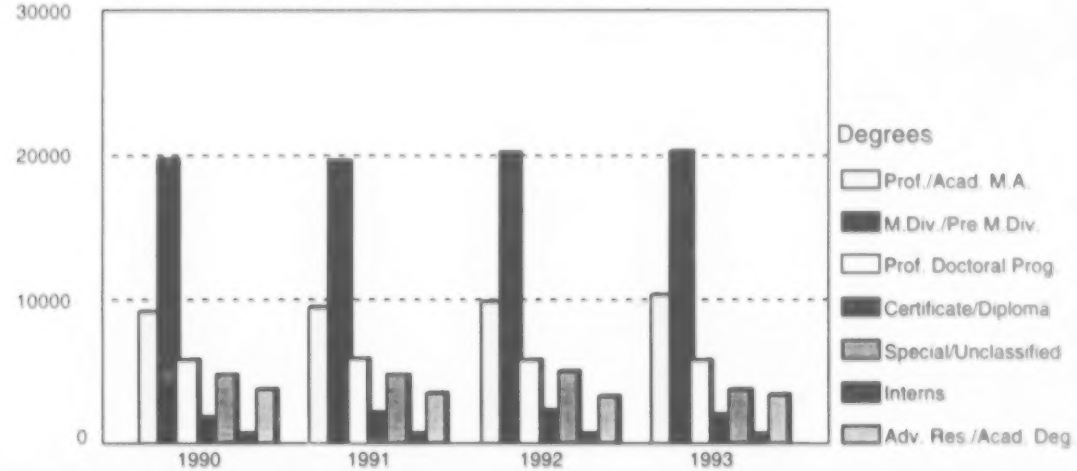


Table 2.21: Enrollment Summary by Degree, Gender, and Age: Head Count

Table 2.21 reflects the age breakdowns by degree. Much discussion has taken place about second-career students and the general increase in the age of the student population. In comparing 1993 to 1991 data, that trend continues. Age data was not collected in 1992. The age cohort increasing the most across all degree programs was that of students 40-49 years of age.

Nine new schools were admitted into ATS membership in 1992. Because of this increase in the number of schools reporting, it is to be expected that almost all degree programs would increase numerically in size. What is of interest are the age cohort categories where decreases took place. Most significant was the decrease in men between the ages of 25-29 in the M.Div. program (-123 students). Women in that age cohort decreased by 30 students. The only other area of decline was in the Advanced Research and Academic Degree Programs. In the S.T.M./Th.M. degree category, men in the 35-39 age cohort decreased by 33 students; men in the 25-29 age cohort decreased by 28 students; and women in the 40-49 decreased by 14. Decreases also occurred in Academic Doctorates for men in the 25-29 age cohort (-16), and in the 30-34 age cohort (-33).

At the same time, the greatest increases from 1991 to 1993 occurred by degree categories in the following age cohorts:

Professional and Academic M.A. Programs

40 - 49 age cohort - men	+296
20 - 29 age cohort - women	+316

M.Div. and Pre-M.Div. Program

40 - 49 age cohort - men	+571
40 - 49 age cohort - women	+317

Professional Doctoral Programs

40 - 49 age cohort - men	+494
Over 50 age cohort - women	+ 65

Advanced Research and Academic Degree Programs

40 - 49 age cohort - men	+ 72
Over 50 age cohort - women	+113

In looking at the 1993 data alone it is interesting to note that the largest percentage of men fall in the 30-39 age range; while the largest percentage of women fall into the 40-49 age range. Overall student enrollment indicates that 29.4% of the men are over 40 years of age and 42.8% of the women are over 40 years of age. Graph 2.21 shows percentages for men and women as well as total student enrollment percentages.

GRAPH 2.21

1993 % of Total Enrollment Within Age Groups

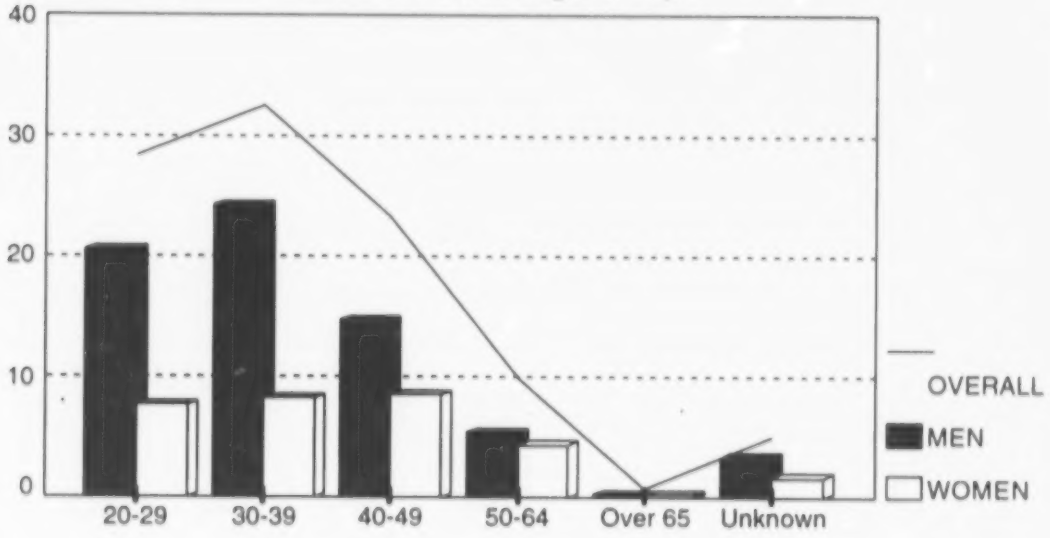


TABLE 2.21

Fall 1993 Enrollment Summary by Degree, Gender, and Age: Head Count

Degrees	Under 22 Men	Under 22 Women	22 - 24 Men	22 - 24 Women	25 - 29 Men	25 - 29 Women	30 - 34 Men	30 - 34 Women	35 - 39 Men	35 - 39 Women
Professional and Academic M.A. Programs										
M. R. E.	3	7	181	146	339	230	251	117	177	119
M.C.M./M.S.M	0	1	69	30	102	41	66	27	30	20
M.A./M.A.R./M.T.S.	29	22	437	353	893	554	765	343	569	383
M.A. in (Special)	9	12	177	271	354	362	311	253	213	230
M.P.S./M.A.P.S.	0	1	6	15	38	23	53	51	56	38
% of Total: Men & Women	0.1%		2.6%		4.6%		3.5%		2.9%	
M.Div. and Pre-M.Div. Non-degree (excluding intern year)										
Pre-M.Div. Non-degree	2	0	25	2	41	6	38	5	25	9
M.Div.	113	27	2718	761	5509	1127	3822	905	2698	993
% of Total: Men & Women	0.2%		5.5%		10.5%		7.5%		5.9%	
Professional Doctoral Programs										
D.Min.	0	0	0	0	67	8	611	65	1490	127
D.Miss.	0	0	2	0	1	0	19	1	51	2
Ed.D.	0	0	2	5	18	18	35	17	58	25
D.S.M./D.M.A.	0	0	0	0	5	3	12	3	9	2
% of Total: Men & Women	0.0%		0.0%		0.2%		1.2%		2.8%	
Certificate and Diploma Programs (non-preordination only)										
	13	9	71	59	266	164	356	151	366	185
% of Total: Men & Women	0.0%		0.2%		0.7%		0.8%		0.9%	
Special/Unclassified										
	15	17	154	114	377	262	457	258	463	295
% of Total: Men & Women	0.1%		0.4%		1.0%		1.1%		1.2%	
Interns										
	1	0	62	20	200	45	145	28	65	38
% of Total: Men & Women	0.0%		0.1%		0.4%		0.3%		0.2%	
Advanced Research and Academic Degree Programs										
S.T.M./Th.M.	1	0	71	6	366	26	465	38	318	52
Th.D./S.T.D.	0	0	1	0	18	10	57	28	105	31
Ph.D.	0	0	40	35	317	192	598	215	649	195
% of Total: Men & Women	0.0%		0.2%		1.5%		2.2%		2.1%	
Total	186	96	4016	1817	8911	3071	8061	2505	7342	2744
% of Total: Men & Women	0.4%		9.2%		18.8%		16.6%		15.9%	

TABLE 2.21

Fall 1993 Enrollment Summary by Degree, Gender, and Age: Head Count

Degrees	40 - 49 Men	40 - 49 Women	50 - 64 Men	50 - 64 Women	65 & Over Men	65 & Over Women	Unknown Men	Unknown Women	TOTAL Men	TOTAL Women
Professional and Academic M.A. Programs										
M. R. E.	159	173	53	72	1	3	5	19	1169	886
M.C.M./M.S.M	27	14	4	6	0	2	0	0	298	141
M.A./M.A.R./M.T.S.	725	771	329	428	38	43	212	237	3997	3134
M.A. in (Special)	281	413	111	228	10	14	44	49	1510	1832
M.P.S./M.A.P.S.	86	163	42	121	2	3	1	1	284	416
% of Total: Men & Women	4.4%		2.2%		0.2%		0.9%		11.4%	10.1%
M.Div. and Pre-M.Div. Non-degree (excluding intern year)										
Pre-M.Div. Non-degree	34	27	15	17	1	2	18	18	199	86
M.Div.	3006	2124	911	916	40	40	612	119	19429	7012
% of Total: Men & Women	8.2%		2.9%		0.1%		1.2%		30.9%	11.2%
Professional Doctoral Programs										
D.Min.	2727	324	1161	250	57	20	631	72	6744	866
D.Miss.	123	6	64	5	4	0	56	0	320	14
Ed.D.	76	28	10	13	0	1	7	1	206	108
D.S.M./D.M.A.	8	1	1	0	0	0	0	0	35	9
% of Total: Men & Women	5.2%		2.4%		0.1%		1.2%		11.5%	1.6%
Certificate and Diploma Programs										
	535	341	269	219	24	37	317	303	2217	1468
% of Total: Men & Women	1.4%		0.8%		0.1%		1.0%		3.5%	2.3%
Special/Unclassified										
	704	638	330	394	79	73	205	234	2784	2285
% of Total: Men & Women	2.1%		1.1%		0.2%		0.7%		4.4%	3.6%
Interns										
	87	77	19	29	0	0	5	2	584	239
% of Total: Men & Women	2.6%		0.1%		0.0%		0.0%		0.9%	0.4%
Advanced Research and Academic Degree Programs										
S.T.M./Th.M.	243	55	75	25	9	3	63	20	1611	225
Th.D./S.T.D.	97	36	15	14	1	0	4	0	298	119
Ph.D.	453	251	64	63	3	5	11	2	2135	958
% of Total: Men & Women	1.8%		0.4%		0.0%		0.2%		6.4%	2.1%
Total	9371	5442	3473	2800	269	246	2191	1077	43820	19798
% of Total: Men & Women	23.3%		9.9%		0.8%		5.1%		68.9%	31.1%

Table 2.23: Denominational Affiliation of Current Enrollment—HC

The data are taken from the ATS 1992 Annual Report Forms, from the Sections on Enrollment (EF-3).

Table 2.23 reports the denominational status of enrollees in two categories. The first is "First Professional Degrees" that includes all those who are enrolled in the M.Div., Pre-M.Div. Non-Degree, or Intern programs. The other category, "All Others," includes all students enrolled in other programs. The number of schools in which students are enrolled in each category is on the left; the number of actual students is shown to the right in each category. The last column lists the number of unduplicated schools in which students of that denomination are enrolled.

The number of denominations listed in current editions of the ATS *Fact Book* is more extensive than those listed before 1988. The expanded listing better represents the diversity of membership in the Association. The purpose of a separate listing of those enrolled in first professional programs designed for full-time ministry is to offer the denomination as accurate an accounting as possible of the number enrolled from that denomination who are preparing for full-time ministry. Students are placed in the category "other" if a school fails to identify their enrollment by denomination.

TABLE 2.23

Denominational Affiliation of Current Enrollment

Denomination	First Professional Schools	First Professional Students	All Others Schools	All Others Students	Number of Schools Unduplicated
Advent Christian Church	3	4	5	13	6
African Methodist Episcopal	50	300	52	177	71
African Methodist Episcopal Zion	18	64	19	52	28
American Bapt. Churches in the USA*	72	633	80	622	96
Anglican Church of Canada	20	221	38	280	39
Assemblies of God	57	400	78	762	88
Associate Reformed Presbyterian Church	8	35	8	27	11
Associated Gospel Churches of Canada	5	18	6	25	8
Baptist Convention of Ontario and Quebec	5	78	13	81	14
Baptist General Conference	31	176	33	339	44
Baptist Missionary Association of America	24	58	26	91	35
Baptist Union of Western Canada	4	6	11	40	11
Brethren Church (Ashland, Ohio)	3	20	8	35	8
Brethren in Christ Church	10	28	10	17	16
Christian Brethren (Plymouth Brethren)	9	22	11	48	14
Christian Church (Disciples of Christ)	55	418	58	328	77
Christian Churches and Churches of Christ	17	238	30	452	32
Christian Methodist Episcopal	16	51	24	39	30
Christian Reformed Church	16	156	31	170	34
Christian and Missionary Alliance	36	277	52	403	58
Church of God (Anderson, Indiana)	25	95	37	133	45
Church of God (Cleveland, Tennessee)	11	151	18	139	22
Church of God in Christ	22	96	16	43	27
Church of the Brethren	21	69	24	70	33
Church of the Nazarene	34	279	52	254	61
Churches of Christ	26	108	42	223	52
Churches of God, General Conference	25	60	27	63	37
Conference of Congregational Christian Churches	20	39	27	70	36
Conservative Baptist Association of America	14	160	23	272	25
Cumberland Presbyterian Church	10	41	10	21	16
Episcopal Church	77	963	109	1055	125
Evangelical Church in Canada	0	0	5	8	5
Evangelical Congregational Church	8	24	13	22	19
Evangelical Covenant Church	23	149	33	133	36
Evangelical Free Church of America	35	205	42	529	49
Evangelical Lutheran Church	17	196	31	212	36
Evangelical Lutheran Church in America*	52	1423	69	855	80
Evangelical Lutheran Church in Canada	4	67	15	94	16
Evangelical Presbyterian Church	19	83	23	177	31
Fellowship of Evangelical Baptist Churches	6	65	13	74	14
Foursquare Gospel Church	15	60	18	97	23
Free Methodist Church	17	85	35	113	40
Friends, Religious Society of	20	75	36	78	41
General Baptist State Convention, N.C.	3	35	5	20	7

Denomination	First Professional Schools	First Professional Students	All Others Schools	All Others Students	Number of Schools Unduplicated
General Conference Mennonite Church	15	63	27	103	32
Greek Orthodox Archdiocese in N./S. America	5	60	18	32	20
Independent Baptist	47	356	49	565	59
Independent Methodist	11	39	13	55	18
Interdenominational	0	0	0	0	0
Jewish	1	2	32	99	33
Lutheran Church-Canada	6	48	17	44	20
The Lutheran Church-Missouri Synod	20	716	45	412	53
Mennonite Brethren Church in N.A.	9	56	15	110	17
Mennonite Church	18	72	34	142	39
Mennonite, Other	17	30	17	65	26
Missionary Church in Canada	1	9	4	9	4
Moravian Church in America	8	27	18	26	22
Muslim	1	1	5	14	6
National Baptist Convention	46	288	49	167	61
New Jerusalem, General Church of	1	1	1	1	2
Nondenominational	68	832	78	1611	89
North American Baptist Conference	9	47	21	108	21
Orthodox Church in America	2	33	11	30	11
Orthodox Presbyterian	9	29	10	45	12
Orthodox, Other	8	28	25	58	29
Other	132	1889	169	7156	174
Pentecostal Assemblies of Canada	12	61	15	91	17
Presbyterian Church (U.S.A.)*	82	1867	96	1898	103
Presbyterian Church in America	36	481	51	596	57
Presbyterian Church in Canada	14	148	28	125	33
Reformed Church in America	28	151	39	155	49
Reformed Church in Canada	2	14	6	16	6
Reformed Presbyterian	3	9	7	12	9
Roman Catholic, Canada	17	268	32	627	36
Roman Catholic, Other	20	204	26	282	33
Roman Catholic, United States	87	2569	118	3714	126
Salvation Army	13	17	23	64	27
Seventh Day Baptist General Conference	2	2	0	0	2
Seventh-day Adventist	20	303	35	301	45
Southern Baptist Convention*	71	4100	81	5097	91
Swedenborgian Church, General Convention	0	0	1	15	1
Union d'Eglises Baptistes Francaises au Cana	0	0	1	1	1
Unitarian Universalist	38	294	39	130	56
United Baptist Convention (Atlantic Province	2	47	6	68	7
United Church of Canada	20	303	30	411	36
United Church of Christ	69	735	64	564	84
United Methodist Church*	97	3531	111	2217	126
Wesleyan Church	21	87	28	73	33
Wisconsin Evangelical Lutheran Synod	1	1	4	4	4
TOTAL	209	27549	209	36069	216

*These denominations have the largest membership within their denominational family.

Table 2.29:
Total Completions
from Member Schools

Data are taken from the ATS Annual Report Form - Completions (C-1).

Table 2.29 reports the number of students who have completed degree programs and were graduated from member schools. The statistics record completions for the "number of students reporting" for each year. The M.Div. category includes all those graduating with this degree as well as those who received the M.Div. upon completion of their internship. The category "others" includes all the M.A. level programs and the other doctoral level program completions. The table shows a slight decrease in the number of students graduating.

Table 2.30:
Total Completions
by Degree Type

Table 2.30 displays two years of completion data by degree to show both the changes in numbers as well as the percentage proportions of graduates in relation to the whole. Again, only a slight decrease is evident.

TABLE 2.29

Total Completions from Member Schools

Year	Number Reporting	M.Div. Interns	Th.D, S.T.D. & Ph.D.	D.Min.	Others	Total	Percent Change
1988	198	6,566	334	930	4,672	12,502	NA
1989	203	6,513	359	952	4,880	12,704	1.62%
1990	204	6,347	405	973	5,187	12,912	1.64%
1991	207	6,049	355	879	5,377	12,660	-1.95%
1992	217	5,959	446	1,113	5,568	13,086	3.36%
1993	216	6,097	426	1,118	5,407	13,048	-0.29%

TABLE 2.30

Total Completions by Degree Type

Degree Types	1992	1993	1993 total HC
Professional and Academic M.A. Programs			
Head Count	3,896	3,793	29.1%
M.Div., Pre-M.Div Non-degree and Interns			
Head Count	6,057	6,097	46.7%
Professional Doctoral Programs			
Head Count	1,184	1,210	9.3%
Certificate and Diploma Programs (non-preordination only)			
Head Count	911	995	7.6%
Advanced Research and Academic Degree Programs			
Head Count	1,038	953	7.3%
Totals			
Head Count	13,086	13,048	100.0%

Table 2.31: Comparisons of New Enrollees and Completions

Table 2.31 and Graphs 2.31A & B are introduced to show comparisons of new enrollees and completions. The comparisons are not exact, in that they compare two different groups of students from one year rather than the same group over time. The data, however, give the reader some ability to analyze retention rates. In future years, ATS will track these percentages over time. For 1993, the M.Div. degree program and the certificate programs are most affected. Since certificate programs are concentrated in a few schools and the student numbers are dramatically affected when a program ceases to exist, more consideration should be given to reasons for such a low retention rate (73.4%) in the M.Div. program.

QUESTIONS TO CONSIDER

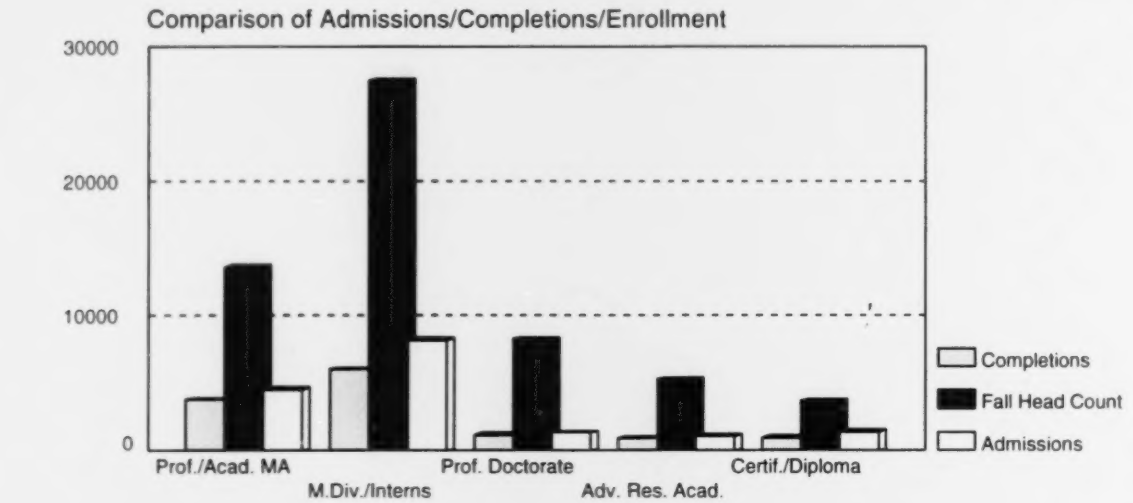
1. *What is your school's student retention rate? How does it compare to your acceptance and matriculation percentages?*
2. *Does the percentage of completions differ by degree?*
3. *Do retention rates differ by race, gender, age?*
4. *What programs are in place to encourage completion of degrees?*
5. *How large a factor is indebtedness to retention rates?*

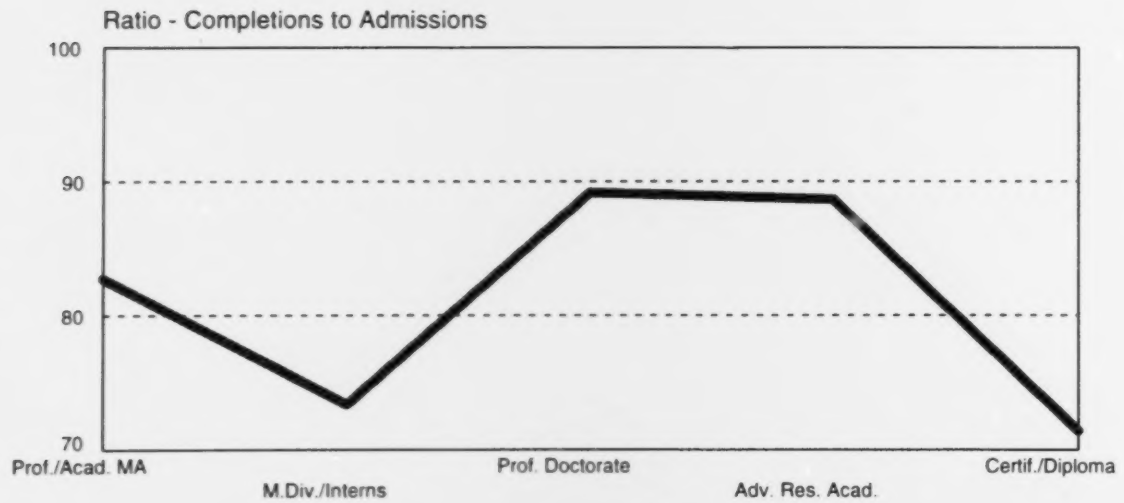
Graphs 2.31A and 2.31B

TABLE 2.31

Comparisons of New Enrollees, Fall EF-1 HC, and Completions

Category	1993 New Enrollees	1993 Fall Head Count	1993 Completions	Percent Ratio Completions to New Enrollees
Professional/Academic M.A.	4,580	13,667	3,793	82.8
M.Div. and Interns	8,249	27,549	6,057	73.4
Professional Doctorates	1,357	8,302	1,210	89.2
Advanced Research and Academic Programs	1,075	5,346	953	88.7
Certificates and Diplomas	1,383	3,685	989	71.5





Chapter III
Personnel Compensation

Chapter III consists of seven tables that report data on compensation for administrators and faculty. Salaries for both administrators and faculty are reported in categories and groupings that provide opportunities for comparison by country, accrediting status, size, denomination, and type of school.

QUESTIONS TO CONSIDER

1. *How does your school's administrative staffing compare to other schools?*
2. *How do positions and salaries compare?*
3. *Does your school have compensation percentage ratios for top administrative positions in relation to senior faculty positions?*
4. *How do your school's faculty salaries compare to others by size, denomination, and type?*
5. *What is the balance between tenured and non-tenured faculty at your school?*
6. *Does your school have an overall strategy for faculty replacement?*

Readers should keep the following in mind:

Salaries are compared on the basis of size of school, accredited or nonaccredited status, U.S. or Canadian school, and highest degree level (M.Div./Th.M.; D.Min.; or Ph.D./Th.D.). They are also compared on the basis of denominational groupings provided the denomination sponsors four or more schools. Table 3.21 compares university/college affiliated and independent/freestanding schools.

Salaries are analyzed in terms of a full contract salary—including contributed services, housing where provided, pension benefits, and other benefits, chiefly medical. Table 3.17 separates out housing so that a comparison may be made between contract salaries that include housing and those that do not.

Introduction

Personnel Compensation information is supplied by schools on the ATS Annual Report Form, Salary (S-1) for administrative and faculty salaries. Information is taken from the forms for the academic years 1991-92, 1992-93, and 1993-94. Detailed data is reported for the current academic year only.

The order in which salaried positions are reported is as follows:

For administrators: Chief Executive Officers, Chief Academic Officers, and all others in alphabetical order.

For faculty: By rank

The comparative reporting of salaries by eight major geographical regions has been discontinued. The comparison of U.S. and Canadian salaries remains. Analysis of prior data indicated that regional categories were not useful in establishing salary scales.

Figures for inflation rates are based on the Consumer Price Index. Figures for the U.S. use 1983 as the base year, while figures for Canada use 1985 as the base year.

Table 3.12A: Trends in Total Compensation Averages—Accredited U.S. Schools

Data are taken from the Administrative and Faculty Salary sections (S-1) of the ATS Annual Report Forms for the fall of 1991, 1992, and 1993.

Table 3.12A reports average compensation for administrators and faculty for U.S. accredited schools only. Averages are for the fall of 1991, 1992, and 1993 salaries. The inflation rate in 1991 was + 4.6 percent; in 1992, + 3.1 percent; in 1993, +3.0 percent. The numbers reporting vary greatly but those reporting indicate salary raises were well above inflation rates.

Total compensation includes the contract salary, contributed services, housing allowance (if any) or the rental value of housing provided, pension payments, and other benefits such as insurance and medical coverage.

TABLE 3.12A

Trends in Total Compensation Averages - U.S. Accredited Schools

Position	1991 Amount	1991 Number	1992 Amount	1992 Number	1993 Amount	1993 Number
ADMINISTRATIVE						
Chief Executive Officer	$81,920	150	$87,024	149	$90,369	141
Chief Academic Dean	$61,252	131	$64,004	137	$67,354	127
Admissions Officer	$42,531	76	$43,956	72	$45,710	72
Alumni Officer	$39,769	19	$41,514	23	$37,727	22
Chief Financial Officer	$53,918	109	$56,186	109	$58,275	101
Dean of Students	$45,933	66	$47,232	67	$47,497	53
Development Officer	$59,615	109	$60,518	114	$62,648	103
Development Prof. Staff, Other	$41,619	105	$43,343	113	$45,797	112
Director of Continuing Education	$44,479	40	$45,006	40	$45,757	43
Director of Graduate Studies	$52,236	14	$53,239	15	$53,247	14
Director of Student Services	$40,023	30	$42,902	32	$41,825	33
D. Min. Director	$52,869	24	$52,074	27	$54,063	24
Executive Vice President	$59,105	26	$62,937	21	$66,609	21
Field Education Director	$43,941	67	$45,905	72	$46,847	65
Formation Director	$40,935	26	$41,601	23	$41,900	28
Information Systems Manager	$42,538	19	$44,711	22	$46,132	25
Head Librarian-Admin.	$47,081	111	$48,454	109	$49,609	103
Librarian Prof. Staff Other	$36,302	136	$37,650	144	$38,477	150
Recruitment Officer	$38,580	20	$38,905	25	$37,367	27
Registrar	$35,575	109	$36,358	107	$37,845	106
Vice President Administration	$65,110	31	$64,934	31	$68,525	35
FACULTY						
Professor	$56,594	1176	$57,658	1166	$61,291	1164
Associate Professor	$45,931	606	$46,610	635	$49,483	611
Assistant Professor	$38,528	473	$39,889	486	$41,859	488
Instructor	$33,591	74	$33,688	67	$36,627	63
Lecturer	$36,669	16	$42,439	10	$42,894	10
Head Librarian-Faculty	$35,738	4	$36,079	4	$41,924	2
Non-Ranked Faculty	0	0	$35,679	35	$36,134	21
Inflation Rate	4.6%		3.1%		3.0%	

Table 3.12B: Trends in Total Compensation Averages—Accredited Canadian Schools

Table 3.12B reports average compensation for administrators and faculty for Canadian accredited schools only. Averages are for the fall of 1991, 1992, and 1993 salaries. The inflation rate in Canada as of July 1, 1991 was + 6.3 percent, as of July 1, 1992, + 1.3 percent; as of July 1, 1993, + 1.6 percent.

This table offers similar information to Table 3.12A, but can only be compared taking into account the exchange rates for the time periods compared. The conversion rate in 1991 was $0.8753; in 1992, $0.8360; and in 1993, $0.7800. Perhaps because of the small number of schools reporting, the administrative salaries do not show any consistent pattern of increase; in fact, there are indications of decreases even when the number of schools is held constant. Faculty salaries do show increases at least equal to the inflation rate but salaries remain below U.S. schools when converted to U.S. dollars.

TABLE 3.12B

Trends in Total Compensation Averages - Canadian Accredited Schools

Position	1991 Amount	1991 Number	1992 Amount	1992 Number	1993 Amount	1993 Number
ADMINISTRATIVE						
Chief Executive Officer	$78,021	19	$77,549	19	$74,123	19
Chief Academic Officer	$62,601	15	$68,047	15	$66,743	14
Admissions Officer	$28,873	2	0	1	0	1
Alumni Officer	$34,146	2	0	1	0	1
Chief Financial Officer	$47,461	15	$49,456	15	$53,306	15
Dean of Students	$31,956	4	$37,426	4	$39,340	6
Development Officer	$44,391	8	$51,255	7	$51,228	9
Development Prof. Staff, Other	$38,653	4	$37,785	5	$41,030	4
Director of Continuing Education	$47,402	6	$50,323	7	$47,279	5
Director of Graduate Studies	$79,236	3	$63,694	4	$58,893	3
Director of Student Services	0	1	$44,027	2	0	1
D. Min. Director	$54,358	2	$54,368	2	$58,587	2
Executive Vice President	$47,865	2	0	1	0	0
Field Education Director	$35,924	9	$35,762	9	$37,645	7
Formation Director	0	0	0	0	0	0
Information Systems Manager	$32,700	2	$32,309	3	$31,962	2
Head Librarian-Admin.	$39,116	14	$42,167	13	$47,468	11
Librarian Prof. Staff Other	$27,765	7	$30,717	5	$38,107	5
Recruitment Officer	$46,136	2	$48,362	2	0	1
Registrar	$36,746	13	$41,395	12	$44,397	11
Vice President Administration	$46,130	6	$40,457	6	$48,916	4
FACULTY						
Professor	$66,048	93	$64,572	87	$65,461	96
Associate Professor	$55,169	55	$56,371	48	$58,049	51
Assistant Professor	$45,641	36	$47,541	35	$49,138	35
Instructor	$36,133	3	$36,824	2	$37,357	4
Lecturer	$46,336	16	$48,000	14	$36,172	15
Head Librarian - Faculty	0	0	0	0	0	0
Non-Ranked Faculty	0	0	0	0	0	0
Inflation Rate	6.3%		1.3%		1.6%	

Table 3.13: Trends in Total Compensation Averages—All Nonaccredited Schools in U.S. Dollars

Table 3.13 reports compensation averages for all nonaccredited (associate and candidate) schools. Canadian and U.S. schools are grouped together in this table because of the relatively small number of schools whose reports constitute the data base. Canadian dollars have been converted to U.S. dollars at the rate as of July 1 of each of the reporting years: for 1991, $0.8753 US; for 1992, $0.8360; and for 1993, $0.7800.

TABLE 3.13

Trends in Total Compensation Averages - All Nonaccredited Schools - U.S. Dollars

Position	1991 Amount	1991 Number	1992 Amount	1992 Number	1993 Amount	1993 Number
ADMINISTRATIVE						
Chief Executive Officer	$57,615	18	$61,234	21	$60,200	18
Chief Academic Officer	$45,848	16	$47,426	19	$51,945	21
Admissions Officer	$27,047	5	$32,966	7	$32,592	9
Alumni Officer	$28,848	4	$35,446	3	$35,777	3
Chief Financial Officer	$34,639	13	$36,264	12	$39,116	11
Dean of Students	$45,779	2	$52,840	3	$51,319	6
Development Officer	$42,723	7	$47,894	10	$44,011	11
Development Prof. Staff, Other	$30,246	9	$34,909	13	$39,350	10
Director of Continuing Education	$39,303	2	0	1	$38,170	2
Director of Graduate Studies	0	0	$49,515	6	$60,077	6
Director of Student Services	0	1	$42,522	3	$40,371	2
D. Min. Director	0	1	$55,161	3	$53,320	4
Executive Vice President	$60,432	2	$77,302	2	0	1
Field Education Director	$28,200	5	$39,918	6	$37,182	9
Formation Director	$38,585	2	$35,708	3	$37,859	3
Information Systems Manager	0	1	$40,140	3	0	1
Head Librarian-Admin.	$32,112	14	$36,126	15	$36,350	12
Librarian Prof. Staff Other	$26,520	5	$29,858	11	$28,554	13
Recruitment Officer	$28,706	3	$32,800	5	$37,494	3
Registrar	$35,041	11	$34,323	13	$29,635	15
Vice President Administration	$41,405	5	$50,920	7	$45,024	7
FACULTY						
Professor	$39,623	98	$41,066	123	$41,421	115
Associate Professor	$36,928	49	$38,544	66	$43,246	53
Assistant Professor	$32,917	32	$36,367	54	$39,278	46
Instructor	$24,543	8	$20,158	7	$28,785	8
Lecturer	$36,114	8	$26,400	2	$24,673	3
Head Librarian - Faculty	0	0	0	0	0	0
Non-Ranked Faculty	0	0	0	0	0	0

U.S. Inflation Rate	4.6%	3.1%	3.0%
Canadian Inflation Rate	6.3%	1.3%	1.6%
Conversion Factor	0.8753	0.8360	0.7800

Table 3.17: Compensation With and Without Housing Benefits, Salaries and Other Benefits —All Schools in U.S. Dollars

Statistics are calculated in U.S. dollars with Canadian dollars converted to U.S. dollars at the rate of $ 0.7800 US.

Table 3.17 recognizes the variety of salary patterns for the academic year in member schools, some of which include housing benefits and others that do not. The total salary as reported is the sum of several components. The first is that of contract salary which, as reported here, includes contributed services, if any. Contributed services are an equivalent dollar value calculated for services rendered by a person to a school for which no monetary reimbursement is accepted. They may constitute a portion or all of the equivalent contract salary that would normally be paid for a given position. Housing includes a housing allowance or the rental value of housing provided. This is not the pastor's nonreportable tax reduction for housing. The caption "Average Benefits" reports separately the school's contribution to pension, and then other benefits that include life insurance, medical coverage, auto furnished by the institution, etc. Each category of the components of the total salary reports the average for the number of schools reporting in that category (which is also listed).

TABLE 3.17

Compensation with and without Housing Benefits, Salaries, and Other Benefits
All Schools in U.S. Dollars

Position	Housing Provided Number	Housing Provided Average Housing	Housing Provided Average Salary	Housing Not Provided Number	Housing Not Provided Average Salary	Average Benefits for Pension	Average Benefits for Other
ADMINISTRATIVE							
Chief Executive Officer	74	$11,531	$59,504	104	$68,759	$6,886	$7,252
Chief Academic Officer	44	$9,217	$46,735	118	$52,803	$5,111	$5,265
Admissions Officer	9	$6,776	$30,334	73	$35,222	$3,976	$4,602
Alumni Officer	3	$4,267	$26,794	23	$31,086	$3,232	$3,947
Chief Financial Officer	13	$5,128	$43,089	114	$44,934	$4,499	$4,875
Dean of Students	24	$6,392	$33,789	41	$36,975	$3,481	$4,658
Development Officer	17	$9,634	$40,778	106	$48,576	$5,152	$5,339
Development Prof. Staff, Other	12	$8,559	$33,733	114	$35,957	$3,693	$4,594
Director of Continuing Education	9	$6,544	$29,870	41	$35,852	$3,893	$4,719
Director of Graduate Studies	3	$6,207	$44,355	20	$44,712	$2,375	$6,224
Director of Student Services	2	$11,929	$21,642	34	$33,541	$3,462	$4,599
D. Min. Director	7	$5,007	$34,027	23	$45,351	$4,167	$5,363
Executive Vice President	8	$10,750	$49,470	14	$55,986	$5,063	$4,764
Field Education Director	18	$4,379	$30,130	63	$36,616	$3,545	$4,569
Formation Director	15	$5,592	$31,677	16	$34,109	$1,696	$4,175
Information Systems Manager	2	$3,000	$35,276	26	$35,265	$4,435	$4,268
Head Librarian-Admin.	26	$6,144	$35,005	100	$38,013	$4,072	$4,515
Librarian Prof. Staff Other	10	$3,709	$25,222	158	$29,450	$3,985	$4,044
Recruitment Officer	3	$4,200	$30,435	28	$30,142	$3,359	$3,109
Registrar	10	$4,059	$30,088	122	$29,599	$2,997	$3,703
Vice President Administration	13	$8,306	$44,723	33	$50,332	$5,600	$5,614
FACULTY							
Professor	323	$7,833	$40,920	1052	$47,873	$5,214	$5,621
Associate Professor	149	$7,284	$35,059	566	$39,109	$4,131	$4,807
Assistant Professor	117	$6,138	$28,570	452	$33,668	$3,135	$4,416
Instructor	27	$7,329	$22,916	48	$28,157	$2,572	$3,911
Lecturer	7	$3,792	$34,428	21	$26,152	$1,581	$2,327
Head Librarian-Faculty	0	0	0	2	$34,744	$3,381	$3,799
Non-Ranked Faculty	14	$6,279	$23,483	8	$33,491	$2,241	$3,021

Table 3.18: Compensation Comparisons by Size, Accredited or Nonaccredited Status, Country, and Highest Degree— All Schools in U.S. Dollars

Statistics are calculated in U.S. dollars with Canadian dollars converted to U.S. dollars at the rate of $ 0.7800 US. The data are based on the salary sections of the ATS Annual Report Forms for the fall of 1993, that report salaries for the 1993-94 academic year.

Table 3.18 reports compensation comparisons in terms of contract salary including contributed services, contract salary plus housing, and additional benefits paid by the school. It also details the average and median contract salary, the total average salary, and the 25th percentile, median, and 75th percentile of the total salary where median stands for the point at which 50 percent of schools are below that point and 50 percent above. No salary is reported if there is only one person reported in a category. If only two or three are reported, the percentile distribution and median are not reported in order to protect the privacy of individual salaries.

The categories that are used for comparison are those most commonly used by schools for planning purposes. They include a distribution: (a) into six groups by size of school, based on reported FTE enrollment; (b) by the accredited or nonaccredited status of the school (nonaccredited includes associate and candidate members); (c) by country, i.e., Canada or U.S.; (d) highest degree offered in the following categories: M.Div. and Advanced Academic Degrees, Professional Doctoral Degrees, and Research Doctoral Degrees. Tables 3.19 and 3.21 with comparisons by denominational groupings and by nonuniversity affiliation complement the present table by offering additional bases for comparison.

The categories of Highest Degree Offered include the following degrees:

M.Div./Th.M. - M.Div., S.T.M., Th.M., M.Th.

D.Min./D.M.A. - D.Min., S.M.D., D.M.A., D.C.M., D.Miss, Ed.D.

Ph.D./Th.D. - Ph.D., Th.D., S.T.D.

TABLE 3.18

Compensation Comparison by Size, Country, and Highest Degree-U.S. Dollars

ADMINISTRATIVE	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Chief Executive Officer						
Number	42	55	40	22	14	4
Average Salary	$50,124	$57,271	$71,793	$76,353	$95,007	$89,208
Median Salary	$50,544	$59,256	$69,300	$66,110	$87,504	$85,000
Average Salary & Housing	$54,184	$63,428	$77,222	$78,330	$99,887	$93,008
Additional Benefits Avg.	$8,104	$11,608	$17,481	$19,111	$23,113	$22,869
Total Average	$62,288	$75,036	$94,703	$97,441	$123,000	$115,877
25th ptle	$50,544	$58,416	$69,300	$72,596	$97,730	$88,860
Median	$60,651	$73,229	$89,235	$92,505	$118,335	$107,986
75th ptle	$73,874	$84,069	$107,950	$112,813	$140,016	$119,170
Chief Academic Officer						
Number	32	47	40	21	15	7
Average Salary	$43,396	$46,331	$52,192	$57,075	$64,402	$66,947
Median Salary	$41,630	$49,107	$54,000	$54,000	$60,000	$65,756
Average Salary & Housing	$45,832	$48,729	$54,136	$57,516	$67,793	$77,947
Additional Benefits Avg.	$7,394	$8,720	$10,850	$13,301	$15,322	$13,054
Total Average	$53,226	$57,449	$64,985	$70,817	$83,115	$91,000
25th ptle	$43,260	$49,102	$53,912	$60,465	$74,052	$75,818
Median	$50,000	$56,931	$64,081	$65,630	$77,535	$86,229
75th ptle	$58,407	$65,314	$76,520	$81,165	$92,160	$87,752
Admissions Officer						
Number	8	20	20	17	14	3
Average Salary	$29,857	$28,916	$38,114	$36,792	$40,306	$25,006
Median Salary	$30,100	$28,880	$37,538	$37,600	$38,700	0
Average Salary & Housing	$30,998	$30,714	$38,314	$36,986	$40,921	$25,006
Additional Benefits Avg.	$7,013	$7,605	$9,398	$8,010	$10,370	$8,643
Total Average	$38,011	$38,318	$47,711	$44,997	$51,291	$33,649
25th ptle	$30,200	$29,502	$39,573	$36,506	$39,586	0
Median	$42,565	$38,280	$46,531	$45,232	$50,287	0
75th ptle	$43,468	$43,874	$54,257	$52,351	$61,876	0
Alumni Officer						
Number	1	10	3	5	5	2
Average Salary	0	$27,370	$31,067	$28,504	$38,381	$34,127
Median Salary	0	$27,053	0	$29,280	$32,980	0
Average Salary & Housing	0	$27,370	$33,067	$28,504	$39,381	$34,127
Additional Benefits Avg.	0	$5,189	$9,847	$7,245	$8,153	$11,094
Total Average	0	$32,558	$42,913	$35,750	$47,534	$45,220
25th ptle	0	$25,440	0	$25,672	$32,813	0
Median	0	$32,000	0	$35,721	$39,613	0
75th ptle	0	$35,750	0	$38,479	$45,410	0

TABLE 3.18

Compensation Comparison by Size, Country, and Highest Degree-U.S. Dollars

	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
ADMINISTRATIVE							
Chief Executive Officer							
Number	160	18	154	24	84	63	30
Average Salary	$66,644	$49,511	$67,700	$47,019	$54,438	$71,756	$80,257
Median Salary	$64,620	$50,000	$65,000	$46,050	$52,060	$67,200	$83,226
Average Salary & Housing	$71,688	$52,085	$72,793	$49,892	$59,177	$75,971	$86,581
Additional Benefits Avg.	$14,815	$8,115	$15,497	$5,415	$9,059	$16,802	$22,760
Total Average	$86,503	$60,200	$88,290	$55,307	$68,236	$92,773	$109,340
25th ptle	$63,012	$46,792	$67,084	$43,968	$51,355	$75,661	$88,860
Median	$81,892	$54,855	$82,908	$54,155	$63,012	$88,561	$107,986
75th ptle	$105,610	$70,000	$106,479	$63,648	$75,706	$106,479	$136,037
Chief Academic Officer							
Number	141	21	144	18	73	57	32
Average Salary	$52,074	$44,986	$51,711	$46,709	$44,318	$53,742	$62,144
Median Salary	$51,200	$45,128	$50,468	$45,128	$43,700	$52,950	$60,000
Average Salary & Housing	$54,618	$47,218	$54,514	$46,813	$46,467	$55,333	$67,082
Additional Benefits Avg.	$11,218	$4,727	$11,023	$5,199	$7,008	$12,425	$14,412
Total Average	$65,836	$51,945	$65,538	$52,012	$53,474	$67,758	$81,494
25th ptle	$51,883	$45,454	$52,080	$43,981	$44,674	$62,101	$66,612
Median	$64,242	$50,673	$63,077	$49,659	$51,734	$64,668	$78,638
75th ptle	$77,535	$59,236	$75,818	$65,323	$59,236	$75,478	$92,998
Admissions Officer							
Number	73	9	79	3	24	38	20
Average Salary	$35,289	$29,794	$35,123	$23,174	$31,570	$34,973	$37,877
Median Salary	$35,500	$30,000	$35,004	0	$31,547	$35,992	$38,700
Average Salary & Housing	$36,124	$29,794	$35,895	$23,174	$32,425	$35,655	$38,605
Additional Benefits Avg.	$9,291	$2,798	$8,792	$2,958	$7,013	$8,106	$11,356
Total Average	$45,415	$32,592	$44,687	$26,132	$39,438	$43,761	$49,961
25th ptle	$37,550	$21,540	$37,097	0	$30,200	$36,506	$38,754
Median	$44,788	$34,500	$43,874	0	$41,925	$44,584	$53,102
75th ptle	$52,576	$42,565	$51,710	0	$45,367	$49,940	$56,228
Alumni Officer							
Number	23	3	25	1	8	8	10
Average Salary	$30,529	$31,066	$29,896	0	$25,085	$27,804	$37,225
Median Salary	$30,000	0	$30,000	0	$25,783	$27,053	$31,100
Average Salary & Housing	$31,007	$31,666	$30,408	0	$25,310	$27,804	$38,325
Additional Benefits Avg.	$7,579	$4,111	$7,085	0	$4,474	$5,474	$10,706
Total Average	$38,586	$35,777	$37,493	0	$29,784	$33,278	$49,031
25th ptle	$32,000	0	$32,000	0	$23,452	$25,672	$36,480
Median	$35,750	0	$35,721	0	$32,000	$33,421	$45,410
75th ptle	$44,870	0	$40,650	0	$35,750	$35,721	$55,653

BEST COPY AVAILABLE

ADMINISTRATIVE	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Chief Financial Officer						
Number	24	41	26	19	13	4
Average Salary	$37,364	$41,058	$46,654	$48,343	$54,502	$65,612
Median Salary	$39,000	$42,095	$46,335	$47,940	$54,400	$68,568
Average Salary & Housing	$37,627	$41,990	$46,654	$48,643	$55,395	$66,812
Additional Benefits Avg.	$6,522	$8,614	$9,925	$10,654	$11,936	$16,287
Total Average	$44,149	$50,604	$56,579	$59,297	$67,331	$83,099
25th ptle	$35,118	$37,907	$46,316	$52,000	$54,164	$81,422
Median	$44,850	$52,500	$55,629	$58,205	$63,185	$82,258
75th ptle	$48,275	$61,100	$67,909	$64,608	$74,240	$82,395
Dean of Students						
Number	14	18	12	12	9	0
Average Salary	$34,330	$33,093	$35,108	$36,488	$43,497	0
Median Salary	$34,524	$30,231	$30,818	$36,295	$42,640	0
Average Salary & Housing	$37,112	$35,739	$38,008	$37,655	$45,501	0
Additional Benefits Avg.	$6,670	$6,917	$10,034	$8,146	$10,332	0
Total Average	$43,781	$42,656	$48,042	$45,801	$55,833	0
25th ptle	$40,483	$30,839	$33,903	$42,331	$44,351	0
Median	$43,926	$38,454	$45,194	$47,113	$55,389	0
75th ptle	$47,721	$47,998	$49,320	$49,317	$59,049	0
Development Officer						
Number	19	37	34	15	14	4
Average Salary	$36,812	$41,797	$52,201	$50,449	$55,039	$73,552
Median Salary	$35,550	$45,580	$50,000	$54,393	$52,978	$67,300
Average Salary & Housing	$38,715	$44,006	$52,926	$50,976	$55,993	$73,552
Additional Benefits Avg.	$5,867	$9,396	$12,355	$11,098	$13,343	$14,485
Total Average	$44,582	$53,402	$65,281	$62,074	$69,335	$88,037
25th ptle	$36,693	$41,751	$53,560	$46,239	$55,656	$65,401
Median	$40,796	$52,122	$61,998	$67,875	$66,977	$78,397
75th ptle	$53,198	$64,744	$80,167	$71,967	$74,052	$95,561
Development Prof. Staff, Other						
Number	8	33	29	24	20	12
Average Salary	$29,547	$32,370	$34,755	$35,608	$44,376	$37,446
Median Salary	$31,059	$31,775	$34,362	$34,325	$39,520	$36,426
Average Salary & Housing	$30,222	$32,715	$35,503	$35,650	$44,746	$42,096
Additional Benefits Avg.	$5,652	$6,916	$9,539	$7,576	$10,606	$8,339
Total Average	$35,873	$39,632	$45,043	$43,226	$55,352	$50,436
25th ptle	$21,424	$28,444	$36,645	$31,940	$36,755	$42,005
Median	$39,131	$39,085	$44,526	$44,568	$50,055	$47,241
75th ptle	$39,816	$44,220	$51,626	$49,307	$71,100	$50,356
Director of Continuing Education						
Number	5	12	17	6	7	2
Average Salary	$27,521	$34,782	$33,611	$33,559	$39,949	$45,027
Median Salary	$30,700	$30,429	$32,800	$33,100	$36,500	0
Average Salary & Housing	$28,505	$35,349	$35,722	$34,109	$41,092	$45,027
Additional Benefits Avg.	$5,878	$7,883	$10,487	$6,054	$8,933	$12,163
Total Average	$34,383	$43,232	$46,209	$40,162	$50,025	$57,190
25th ptle	$28,085	$34,805	$32,790	$28,439	$34,882	0
Median	$37,081	$36,304	$42,793	$39,096	$47,880	0
75th ptle	$37,657	$45,001	$49,943	$50,471	$56,194	0

	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
ADMINISTRATIVE							
Chief Financial Officer							
Number	116	11	111	16	56	46	25
Average Salary	$45,531	$36,452	$45,969	$36,254	$38,870	$47,801	$52,281
Median Salary	$45,760	$34,650	$46,335	$38,075	$39,486	$46,350	$53,700
Average Salary & Housing	$46,106	$36,452	$46,569	$36,254	$39,451	$48,212	$52,889
Additional Benefits Avg.	$10,010	$2,664	$10,105	$4,301	$6,584	$10,909	$12,798
Total Average	$56,116	$39,116	$56,675	$40,554	$46,035	$59,122	$65,687
25th ptle	$44,850	$30,200	$45,567	$29,442	$36,504	$51,757	$54,164
Median	$56,788	$43,128	$56,989	$41,340	$44,000	$59,316	$69,109
75th ptle	$67,510	$44,000	$67,510	$45,679	$54,853	$65,492	$81,422
Dean of Students							
Number	59	6	58	7	27	27	11
Average Salary	$34,873	$44,899	$36,510	$29,907	$32,860	$36,363	$41,627
Median Salary	$34,000	$38,950	$35,516	$30,653	$31,200	$37,289	$39,800
Average Salary & Housing	$37,473	$44,899	$39,155	$29,907	$35,011	$38,868	$44,145
Additional Benefits Avg.	$8,314	$6,420	$8,744	$3,126	$6,322	$8,592	$11,488
Total Average	$45,787	$51,319	$47,899	$33,033	$41,332	$47,460	$55,634
25th ptle	$36,300	$34,857	$39,308	$25,066	$32,380	$35,033	$44,923
Median	$45,375	$47,121	$47,291	$33,903	$40,483	$47,721	$53,723
75th ptle	$49,487	$59,049	$53,723	$38,454	$46,759	$49,317	$57,650
Development Officer							
Number	112	11	112	11	48	50	25
Average Salary	$48,277	$39,568	$48,601	$36,269	$40,932	$49,066	$56,967
Median Salary	$47,736	$36,000	$48,000	$36,036	$40,000	$48,800	$54,393
Average Salary & Housing	$49,723	$39,732	$50,063	$36,269	$42,528	$50,404	$57,779
Additional Benefits Avg.	$11,101	$4,279	$11,177	$3,509	$7,539	$11,383	$14,375
Total Average	$60,824	$44,011	$61,240	$39,777	$50,067	$61,787	$72,154
25th ptle	$48,014	$37,442	$48,014	$36,757	$37,754	$50,058	$61,287
Median	$61,381	$41,751	$61,381	$39,000	$47,349	$62,605	$71,967
75th ptle	$72,876	$44,552	$72,876	$47,349	$59,733	$72,876	$84,762
Development Prof. Staff, Other							
Number	116	10	120	6	35	56	35
Average Salary	$35,720	$36,043	$36,111	$28,444	$31,056	$34,553	$42,344
Median Salary	$34,269	$32,133	$34,269	$29,640	$31,059	$34,269	$39,140
Average Salary & Housing	$36,590	$36,223	$36,967	$28,444	$31,591	$35,056	$43,938
Additional Benefits Avg.	$8,732	$3,126	$8,579	$2,435	$5,867	$8,704	$10,039
Total Average	$45,321	$39,350	$45,546	$30,879	$37,458	$43,760	$53,977
25th ptle	$36,190	$25,637	$36,190	$24,838	$29,908	$36,755	$42,005
Median	$44,357	$35,040	$44,357	$30,233	$36,924	$44,383	$49,442
75th ptle	$51,626	$41,528	$51,801	$38,048	$40,008	$50,055	$61,388
Director of Continuing Education							
Number	48	2	44	6	20	19	11
Average Salary	$34,786	$34,519	$35,009	$33,063	$28,462	$38,155	$40,417
Median Salary	$32,894	0	$33,100	$32,053	$28,125	$37,840	$39,847
Average Salary & Housing	$36,013	$34,519	$36,347	$33,063	$29,348	$39,585	$41,690
Additional Benefits Avg.	$8,819	$3,651	$9,287	$3,667	$6,453	$9,651	$10,746
Total Average	$44,832	$38,170	$45,635	$36,730	$35,801	$49,236	$52,436
25th ptle	$34,805	0	$34,870	$28,439	$28,439	$36,668	$40,347
Median	$41,477	0	$41,477	$35,994	$34,870	$47,880	$54,597
75th ptle	$50,897	0	$51,855	$45,001	$39,096	$50,897	$57,075

ADMINISTRATIVE	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Director of Graduate Studies						
Number	1	10	4	2	2	3
Average Salary	0	$42,260	$54,759	$36,263	$45,564	$49,774
Median Salary	0	$41,800	$47,600	0	0	0
Average Salary & Housing	0	$42,260	$54,759	$37,913	$53,224	$49,774
Additional Benefits Avg.	0	$6,940	$9,438	$8,148	$16,319	$10,691
Total Average	0	$49,200	$64,197	$46,061	$69,543	$60,465
25th ptle	0	$39,792	$50,760	0	0	0
Median	0	$46,455	$57,259	0	0	0
75th ptle	0	$60,600	$72,718	0	0	0
Director of Student Services						
Number	4	8	11	7	2	4
Average Salary	$31,875	$25,698	$32,498	$34,947	$26,560	$48,843
Median Salary	$31,398	$24,120	$33,473	$33,213	0	$49,400
Average Salary & Housing	$31,875	$27,573	$33,303	$34,947	$26,560	$48,843
Additional Benefits Avg.	$5,529	$7,280	$7,688	$9,163	$7,089	$11,742
Total Average	$37,403	$34,853	$40,991	$44,110	$33,649	$60,584
25th ptle	$36,661	$26,422	$32,214	$39,073	0	$36,923
Median	$36,767	$33,723	$42,983	$42,610	0	$59,399
75th ptle	$37,200	$36,600	$46,629	$44,903	0	$61,787
D. Min. Director						
Number	0	7	5	8	8	1
Average Salary	0	$40,782	$40,069	$37,241	$47,087	0
Median Salary	0	$40,343	$41,635	$34,488	$43,200	0
Average Salary & Housing	0	$42,210	$41,756	$37,953	$48,452	0
Additional Benefits Avg.	0	$7,161	$11,290	$9,300	$11,433	0
Total Average	0	$49,371	$53,046	$47,254	$59,884	0
25th ptle	0	$41,743	$30,776	$39,983	$39,928	0
Median	0	$50,574	$57,776	$42,478	$50,899	0
75th ptle	0	$50,683	$65,641	$50,943	$69,173	0
Executive Vice President						
Number	1	8	4	4	3	2
Average Salary	0	$47,595	$52,086	$55,326	$60,143	$73,383
Median Salary	0	$49,070	$40,157	$53,232	0	0
Average Salary & Housing	0	$52,566	$58,914	$55,326	$64,249	$73,383
Additional Benefits Avg.	0	$4,460	$12,187	$9,962	$15,727	$19,943
Total Average	0	$57,027	$71,101	$65,288	$79,976	$93,326
25th ptle	0	$49,070	$38,546	$58,649	0	0
Median	0	$57,745	$46,723	$62,210	0	0
75th ptle	0	$61,482	$82,960	$68,350	0	0
Field Education Director						
Number	11	23	20	17	9	1
Average Salary	$23,108	$31,165	$41,296	$38,018	$39,847	0
Median Salary	$24,684	$33,031	$45,301	$36,900	$42,120	0
Average Salary & Housing	$24,488	$32,284	$42,208	$38,212	$41,666	0
Additional Benefits Avg.	$3,253	$5,870	$10,356	$11,096	$9,417	0
Total Average	$27,742	$38,153	$52,564	$49,308	$51,083	0
25th ptle	$19,000	$28,408	$36,579	$41,085	$36,791	0
Median	$31,000	$38,404	$55,456	$48,508	$55,090	0
75th ptle	$33,148	$43,874	$62,708	$52,344	$63,531	0

TABLE 3.18

PERSONNEL COMPENSATION

	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
ADMINISTRATIVE							
Director of Graduate Studies							
Number	17	6	20	3	11	5	7
Average Salary	$42,368	$51,177	$45,308	$40,384	$41,150	$45,390	$49,674
Median Salary	$41,938	$47,200	$44,568	0	$41,800	$44,568	$49,800
Average Salary & Housing	$43,463	$51,177	$46,239	$40,384	$41,150	$46,050	$51,863
Additional Benefits Avg.	$8,493	$8,900	$9,057	$5,553	$7,002	$7,950	$11,574
Total Average	$51,957	$60,077	$55,296	$45,937	$48,152	$54,000	$63,436
25th ptle	$37,317	$50,760	$44,568	0	$37,244	$37,317	$56,453
Median	$54,805	$56,200	$56,200	0	$49,700	$54,805	$62,513
75th ptle	$62,513	$66,100	$62,513	0	$56,200	$57,259	$65,092
Director of Student Services							
Number	34	2	35	1	16	8	12
Average Salary	$33,069	$29,674	$32,922	0	$29,337	$31,007	$38,852
Median Salary	$32,148	0	$32,280	0	$28,750	$28,325	$34,265
Average Salary & Housing	$33,329	$37,174	$33,604	0	$30,828	$31,007	$38,852
Additional Benefits Avg.	$8,347	$3,197	$8,138	0	$6,056	$8,459	$10,469
Total Average	$41,676	$40,371	$41,742	0	$36,885	$39,466	$49,322
25th ptle	$36,401	0	$33,974	0	$27,801	$33,723	$36,923
Median	$38,986	0	$39,073	0	$36,767	$36,738	$42,983
75th ptle	$46,629	0	$46,629	0	$39,612	$42,517	$55,653
D. Min. Director							
Number	26	4	28	2	3	17	10
Average Salary	$42,300	$45,363	$42,804	$41,381	$33,765	$41,219	$47,924
Median Salary	$38,314	$41,635	$40,343	0	0	$40,343	$43,200
Average Salary & Housing	$43,533	$46,113	$44,055	$41,381	$38,909	$41,802	$48,896
Additional Benefits Avg.	$9,887	$7,207	$9,902	$4,317	$8,480	$9,262	$10,298
Total Average	$53,420	$53,320	$53,957	$45,698	$47,389	$51,064	$59,194
25th ptle	$39,983	$41,743	$41,645	0	0	$39,983	$45,524
Median	$50,683	$45,937	$50,683	0	0	$50,683	$50,943
75th ptle	$65,641	$57,776	$65,641	0	0	$57,776	$81,262
Executive Vice President							
Number	21	1	22	0	10	7	5
Average Salary	$53,026	0	$53,616	0	$48,971	$51,807	$65,439
Median Salary	$51,690	0	$51,690	0	$46,420	$51,690	$59,766
Average Salary & Housing	$57,122	0	$57,525	0	$55,859	$52,493	$67,903
Additional Benefits Avg.	$9,487	0	$9,827	0	$6,825	$8,698	$17,413
Total Average	$66,609	0	$67,353	0	$62,684	$61,191	$85,316
25th ptle	$53,409	0	$56,289	0	$49,070	$56,289	$57,752
Median	$61,482	0	$61,482	0	$57,745	$62,210	$89,766
75th ptle	$71,942	0	$76,545	0	$62,100	$64,172	$96,886
Field Education Director							
Number	72	9	71	10	36	28	17
Average Salary	$35,487	$32,670	$36,376	$26,645	$29,025	$39,763	$40,639
Median Salary	$34,357	$33,131	$36,050	$30,600	$27,945	$38,423	$42,120
Average Salary & Housing	$36,525	$33,130	$37,453	$26,879	$30,390	$40,061	$41,893
Additional Benefits Avg.	$8,622	$4,053	$8,822	$3,090	$6,056	$9,903	$9,529
Total Average	$45,147	$37,182	$46,275	$29,969	$36,446	$49,964	$51,423
25th ptle	$34,655	$11,929	$34,655	$18,507	$30,054	$43,936	$36,791
Median	$43,936	$39,537	$45,507	$35,650	$34,655	$49,626	$53,280
75th ptle	$57,290	$44,684	$58,946	$38,544	$41,085	$58,946	$63,531

ADMINISTRATIVE	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Formation Director						
Number	5	16	5	1	3	1
Average Salary	$32,759	$31,195	$32,133	0	$42,369	0
Median Salary	$33,106	$30,000	$34,985	0	0	0
Average Salary & Housing	$37,328	$32,826	$37,655	0	$44,809	0
Additional Benefits Avg.	$6,261	$5,012	$7,184	0	$9,303	0
Total Average	$43,589	$37,838	$44,839	0	$54,112	0
25th ptle	$37,016	$30,000	$38,664	0	0	0
Median	$40,597	$35,102	$44,650	0	0	0
75th ptle	$45,246	$45,332	$47,735	0	0	0
Information Systems Manager						
Number	0	6	3	8	7	4
Average Salary	0	$30,381	$34,923	$30,537	$39,092	$45,611
Median Salary	0	$28,320	0	$30,300	$37,300	$44,014
Average Salary & Housing	0	$30,381	$34,923	$30,537	$39,606	$46,211
Additional Benefits Avg.	0	$6,580	$9,253	$8,229	$8,976	$11,945
Total Average	0	$36,961	$44,176	$38,765	$48,582	$58,157
25th ptle	0	$28,053	0	$31,888	$40,733	$53,459
Median	0	$33,968	0	$36,966	$45,964	$55,011
75th ptle	0	$41,810	0	$44,446	$48,267	61,346
Head Librarian-Admin.						
Number	21	45	26	20	10	4
Average Salary	$30,756	$34,142	$39,224	$40,511	$51,722	$45,482
Median Salary	$29,610	$32,474	$37,207	$40,000	$42,000	$41,500
Average Salary & Housing	$32,178	$35,799	$40,721	$40,900	$52,582	$45,482
Additional Benefits Avg.	$5,571	$7,663	$9,514	$9,999	$12,444	$12,106
Total Average	$37,748	$43,462	$50,235	$50,898	$65,027	$57,588
25th ptle	$29,183	$34,095	$38,798	$38,366	$48,641	$46,523
Median	$35,680	$39,114	$49,551	$48,572	$50,209	$54,679
75th ptle	$42,952	$51,119	$58,298	$60,549	$83,149	$61,866
Librarian Prof. Staff Other						
Number	13	30	35	31	40	19
Average Salary	$22,194	$27,331	$28,170	$31,803	$32,584	$27,456
Median Salary	$20,437	$27,000	$27,575	$31,220	$29,461	$26,561
Average Salary & Housing	$22,517	$27,919	$28,313	$31,909	$32,758	$27,456
Additional Benefits Avg.	$3,617	$6,425	$7,719	$8,734	$9,025	$10,906
Total Average	$26,134	$34,344	$36,032	$40,643	$41,783	$38,362
25th ptle	$19,880	$29,773	$30,078	$35,500	$31,596	$32,259
Median	$26,160	$32,778	$35,163	$40,377	$39,378	$36,763
75th ptle	$32,726	$39,588	$41,343	$44,244	$47,426	$41,679
Recruitment Officer						
Number	4	9	8	3	5	2
Average Salary	$29,981	$31,897	$26,946	$28,700	$28,597	$41,815
Median Salary	$30,600	$33,700	$26,100	0	$32,000	0
Average Salary & Housing	$31,331	$31,897	$27,846	$28,700	$28,597	$41,815
Additional Benefits Avg.	$6,488	$5,865	$6,552	$6,809	$6,032	$9,383
Total Average	$37,819	$37,762	$34,397	$35,509	$34,629	$51,198
25th ptle	$34,118	$26,979	$27,861	0	$19,540	0
Median	$35,334	$39,668	$31,780	0	$33,681	0
75th ptle	$40,169	$43,698	$38,663	0	$40,328	0

	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
ADMINISTRATIVE							
Formation Director							
Number	28	3	31	0	21	7	3
Average Salary	$32,773	$34,414	$32,932	0	$31,435	$32,043	$45,484
Median Salary	$33,000	0	$33,106	0	$30,000	$33,730	0
Average Salary & Housing	$35,704	$35,014	$35,638	0	$34,552	$33,629	$47,924
Additional Benefits Avg.	$6,195	$2,845	$5,871	0	$5,250	$6,876	$7,875
Total Average	$41,900	$37,859	$41,509	0	$39,802	$40,505	$55,799
25th ptle	$32,500	0	$32,500	0	$30,000	$35,102	0
Median	$40,597	0	$40,597	0	$40,050	$42,172	0
75th ptle	$46,207	0	$46,207	0	$45,374	$44,650	0
Information Systems Manager							
Number	27	1	26	2	8	9	11
Average Salary	$35,523	0	$36,256	$22,396	$29,635	$32,524	$41,604
Median Salary	$36,000	0	$36,000	0	$28,320	$31,502	$39,494
Average Salary & Housing	$35,745	0	$36,486	$22,396	$29,635	$32,924	$41,822
Additional Benefits Avg.	$8,816	0	$9,177	$2,535	$5,426	$8,637	$11,140
Total Average	$44,561	0	$45,664	$24,930	$35,060	$41,561	$52,962
25th ptle	$36,664	0	$36,966	0	$25,619	$35,199	$41,393
Median	$41,810	0	$41,810	0	$33,968	$40,756	$53,459
75th ptle	$51,385	0	$51,537	0	$39,130	$45,964	$55,653
Head Librarian-Admin.							
Number	114	12	113	13	54	48	24
Average Salary	$38,010	$31,523	$38,156	$30,753	$32,027	$38,887	$46,475
Median Salary	$36,464	$31,900	$36,768	$29,437	$30,893	$39,624	$42,000
Average Salary & Housing	$39,385	$31,773	$39,570	$30,753	$33,269	$40,136	$47,840
Additional Benefits Avg.	$9,009	$4,577	$9,115	$4,003	$5,642	$10,020	$12,348
Total Average	$48,395	$36,350	$48,685	$34,756	$38,912	$50,156	$60,187
25th ptle	$36,783	$29,183	$37,144	$26,238	$31,941	$40,894	$43,820
Median	$47,187	$36,514	$47,303	$34,095	$36,514	$50,025	$51,174
75th ptle	$55,617	$40,894	$55,482	$37,038	$43,801	$55,785	$68,850
Librarian Prof. Staff Other							
Number	155	13	161	7	39	56	73
Average Salary	$29,504	$25,560	$29,358	$25,530	$24,830	$28,259	$32,252
Median Salary	$28,992	$24,504	$28,711	$25,818	$24,714	$27,180	$31,605
Average Salary & Housing	$29,743	$25,560	$29,588	$25,530	$25,105	$28,464	$32,457
Additional Benefits Avg.	$8,451	$2,994	$8,277	$2,316	$4,509	$7,874	$10,029
Total Average	$38,194	$28,554	$37,866	$27,846	$29,614	$36,338	$42,486
25th ptle	$31,220	$22,279	$30,901	$20,200	$23,600	$30,901	$33,689
Median	$36,147	$29,773	$35,919	$30,078	$30,225	35,522	$41,132
75th ptle	$42,520	$33,689	$42,491	$31,220	$33,113	$40,377	$48,494
Recruitment Officer							
Number	28	3	30	1	12	11	8
Average Salary	$30,022	$31,557	$30,370	0	$30,187	$28,264	$32,767
Median Salary	$29,164	0	$29,744	0	$29,744	$29,281	$29,164
Average Salary & Housing	$30,407	$32,157	$30,790	0	$30,337	$29,246	$32,767
Additional Benefits Avg.	$6,589	$5,337	$6,590	0	$5,630	$6,658	$7,463
Total Average	$36,996	$37,494	$37,380	0	$35,967	$35,904	$40,230
25th ptle	$31,493	0	$33,681	0	$31,780	$20,273	$31,251
Median	$36,297	0	$36,492	0	$36,209	$40,169	$36,492
75th ptle	$41,927	0	$41,927	0	$38,663	$43,698	$40,328

ADMINISTRATIVE/FACULTY	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Registrar						
Number	21	40	32	21	14	3
Average Salary	$26,403	$28,224	$28,625	$33,496	$34,039	$34,460
Median Salary	$25,750	$27,700	$27,900	$33,625	$33,000	0
Average Salary & Housing	$27,246	$28,244	$28,983	$33,768	$34,389	$34,460
Additional Benefits Avg.	$4,597	$5,959	$7,584	$7,983	$7,839	$8,694
Total Average	$31,843	$34,204	$36,566	$41,750	$42,227	$43,154
25th ptle	$29,400	$26,924	$30,884	$32,699	$36,076	0
Median	$31,826	$34,694	$35,121	$43,468	$38,173	0
75th ptle	$35,560	$39,315	$41,493	$46,810	$46,433	0
Vice President Administration						
Number	6	11	16	3	9	1
Average Salary	$36,103	$42,762	$51,550	$54,405	$57,259	0
Median Salary	$34,650	$43,640	$53,000	0	$50,000	0
Average Salary & Housing	$36,943	$47,143	$53,985	$54,405	$59,015	0
Additional Benefits Avg.	$4,693	$9,794	$13,681	$8,840	$13,990	0
Total Average	$41,636	$56,937	$67,666	$63,244	$73,005	0
25th ptle	$35,037	$35,947	$40,956	0	$53,486	0
Median	$42,970	$55,386	$63,021	0	$60,477	0
75th ptle	$44,500	$62,929	$91,636	0	$66,810	0
FACULTY						
Professor						
Number	148	272	337	254	234	130
Average Salary	$38,381	$40,535	$49,409	$47,001	$52,745	$45,713
Median Salary	$39,214	$41,200	$48,000	$43,667	$46,700	$46,450
Average Salary & Housing	$40,298	$43,507	$51,421	$47,338	$54,005	$48,631
Additional Benefits Avg.	$6,122	$8,995	$11,956	$10,411	$13,679	$12,849
Total Average	$46,420	$52,501	$63,377	$57,749	$67,683	$61,480
25th ptle	$39,936	$43,924	$53,809	$45,968	$53,603	$56,081
Median	$46,674	$52,249	$62,452	$54,072	$62,003	$60,767
75th ptle	$52,080	$59,994	$72,695	$63,487	$75,147	$64,955
Associate Professor						
Number	72	161	154	130	124	74
Average Salary	$33,711	$37,337	$39,225	$37,998	$42,752	$35,663
Median Salary	$34,000	$36,900	$39,166	$37,900	$40,410	$36,426
Average Salary & Housing	$35,193	$38,620	$41,173	$38,457	$43,819	$39,448
Additional Benefits Avg.	$6,055	$7,619	$9,088	$9,275	$10,432	$11,209
Total Average	$41,247	$46,239	$50,261	$47,732	$54,251	$50,658
25th ptle	$32,749	$40,554	$40,933	$42,610	$45,420	$45,638
Median	$41,747	$45,922	$50,697	$46,845	$51,572	$48,698
75th ptle	$45,880	$53,596	$58,216	$52,736	$61,442	$51,389
Assistant Professor						
Number	72	137	153	99	69	39
Average Salary	$28,833	$31,788	$33,648	$33,828	$36,298	$28,925
Median Salary	$30,085	$32,000	$35,423	$32,960	$35,700	$28,955
Average Salary & Housing	$30,951	$33,377	$35,247	$34,312	$36,875	$29,322
Additional Benefits Avg.	$5,869	$6,858	$7,444	$8,376	$8,447	$9,830
Total Average	$36,820	$40,235	$42,691	$42,688	$45,322	$39,152
25th ptle	$31,138	$33,033	$37,025	$39,006	$36,793	$37,686
Median	$36,662	$39,484	$44,200	$42,259	$45,696	$41,039
75th ptle	$43,056	$44,539	$47,690	$45,959	$52,518	$43,559

TABLE 3.18

PERSONNEL COMPENSATION

	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
ADMINISTRATIVE/FACULTY							
Registrar							
Number	117	15	119	13	54	51	26
Average Salary	$30,152	$25,613	$29,567	$30,274	$27,747	$29,541	$33,933
Median Salary	$29,500	$25,844	$29,361	$29,250	$28,240	$28,000	$32,600
Average Salary & Housing	$30,373	$26,593	$29,908	$30,274	$28,117	$29,780	$34,256
Additional Benefits Avg.	$7,170	$3,042	$6,982	$4,124	$4,756	$7,541	$9,063
Total Average	$37,543	$29,635	$36,890	$34,398	$32,873	$37,321	$43,319
25th ptle	$31,826	$26,235	$31,000	$25,798	$26,235	$32,104	$36,017
Median	$36,011	$30,571	$35,611	$32,682	$33,237	$36,011	$41,203
75th ptle	$43,174	$32,300	$41,932	$36,017	$38,448	$40,638	$51,212
Vice President Administration							
Number	39	7	41	5	19	18	9
Average Salary	$50,900	$36,749	$50,448	$34,797	$36,923	$53,680	$63,840
Median Salary	$47,700	$35,860	$47,700	$35,557	$35,860	$48,834	$62,400
Average Salary & Housing	$53,310	$38,749	$53,082	$34,797	$39,249	$55,160	$67,967
Additional Benefits Avg.	$12,100	$6,275	$12,248	$2,734	$6,616	$11,718	$19,911
Total Average	$65,410	$45,024	$65,329	$37,531	$45,865	$66,879	$87,878
25th ptle	$47,424	$34,650	$49,557	$21,897	$35,037	$56,567	$53,486
Median	$60,000	$44,500	$60,000	$35,947	$43,100	$60,477	$94,347
75th ptle	$75,907	$55,551	$75,907	$47,349	$49,557	$75,907	$116,946
FACULTY							
Professor							
Number	1260	115	1259	116	378	491	504
Average Salary	$47,189	$35,843	$46,523	$43,170	$41,373	$46,439	$49,729
Median Salary	$45,805	$37,889	$45,000	$43,028	$39,530	$45,686	$47,095
Average Salary & Housing	$49,096	$36,948	$48,424	$44,344	$43,314	$47,667	$52,096
Additional Benefits Avg.	$11,415	$4,473	$11,374	$4,981	$7,069	$11,133	$13,378
Total Average	$60,511	$41,421	$59,798	$49,325	$50,383	$58,801	$65,474
25th ptle	$49,323	$36,125	$48,345	$37,112	$40,616	$50,407	$54,206
Median	$58,911	$42,436	$58,626	$48,568	$46,941	$58,386	$62,003
75th ptle	$68,023	$47,660	$67,087	$57,832	$57,150	$65,376	$73,833
Associate Professor							
Number	662	53	653	62	212	253	250
Average Salary	$38,318	$37,603	$38,105	$39,946	$35,776	$39,056	$39,575
Median Salary	$37,806	$36,000	$37,395	$40,721	$34,650	$38,700	$38,703
Average Salary & Housing	$39,913	$38,152	$39,730	$40,332	$37,009	$40,275	$41,636
Additional Benefits Avg.	$9,246	$5,094	$9,290	$5,240	$6,629	$9,500	$10,329
Total Average	$49,159	$43,246	$49,020	$45,572	$43,638	$49,775	$51,965
25th ptle	$42,055	$37,589	$41,725	$38,395	$35,875	$43,980	$43,704
Median	$48,249	$41,356	$48,146	$44,399	$42,331	$49,614	$49,674
75th ptle	$55,425	$46,027	$55,112	$53,524	$49,908	$55,436	$58,025
Assistant Professor							
Number	523	46	530	39	222	187	159
Average Salary	$32,444	$34,624	$32,530	$33,847	$30,886	$33,899	$33,538
Median Salary	$32,500	$33,131	$32,271	$34,063	$31,019	$34,000	$32,730
Average Salary & Housing	$33,803	$34,776	$33,857	$34,222	$32,885	$34,642	$34,389
Additional Benefits Avg.	$7,819	$4,502	$7,797	$4,212	$6,043	$7,935	$9,208
Total Average	$41,622	$39,278	$41,654	$38,434	$38,929	$42,578	$43,597
25th ptle	$36,343	$34,798	$35,980	$33,244	$32,200	$37,673	$38,966
Median	$41,504	$37,281	$41,500	$38,966	$37,764	$42,130	$42,808
75th ptle	$47,100	$45,200	$47,196	$42,682	$45,503	$47,196	$47,690

BEST COPY AVAILABLE

FACULTY	FTE Enrollment <75	75-150	151-300	301-500	501-1000	>1000
Instructor						
Number	17	36	15	3	2	2
Average Salary	$20,940	$27,308	$28,046	$30,735	$31,568	$27,580
Median Salary	$18,117	$28,244	$29,000	0	0	0
Average Salary & Housing	$25,963	$28,502	$30,833	$30,735	$39,568	$33,430
Additional Benefits Avg.	$5,639	$6,666	$7,001	$3,961	$11,901	$4,846
Total Average	$31,603	$35,167	$37,834	$34,696	$51,469	$38,276
25th ptle	$17,662	$29,789	$32,085	0	0	0
Median	$31,663	$33,341	$34,434	0	0	0
75th ptle	$38,922	$39,333	$40,542	0	0	0
Lecturer						
Number	11	11	4	2	0	0
Average Salary	$29,610	$22,095	$38,372	$33,979	0	0
Median Salary	$33,205	$13,884	$36,958	0	0	0
Average Salary & Housing	$29,950	$24,168	$38,372	$33,979	0	0
Additional Benefits Avg.	$2,774	$3,355	$6,251	$8,497	0	0
Total Average	$32,724	$27,523	$44,623	$42,476	0	0
25th ptle	$28,000	$14,237	$40,505	0	0	0
Median	$37,301	$14,237	$45,843	0	0	0
75th ptle	$37,301	$36,996	$45,843	0	0	0
Head Librarian-Faculty						
Number	1	1	0	0	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Non-Ranked Faculty						
Number	4	8	9	0	1	0
Average Salary	$20,729	$30,111	$26,431	0	0	0
Median Salary	$15,066	$28,000	$23,030	0	0	0
Average Salary & Housing	$24,779	$33,561	$31,331	0	0	0
Additional Benefits Avg.	$8,358	$5,434	$3,543	0	0	0
Total Average	$33,137	$38,995	$34,874	0	0	0
25th ptle	$27,906	$29,100	$31,230	0	0	0
Median	$30,393	$33,950	$32,853	0	0	0
75th ptle	$36,432	$41,577	$35,891	0	0	0

FACULTY	Status		Country		Highest Degree Offered		
	Accred	NonAccred	U.S.	Canada	M.Div./ Th.M.	D.Min./ D.Miss.	Ph.D./ Th.D.
Instructor							
Number	67	8	71	4	42	27	6
Average Salary	$26,451	$24,756	$26,329	$25,231	$24,826	$27,515	$30,776
Median Salary	$27,670	$26,099	$27,670	$25,966	$25,750	$28,244	$28,250
Average Salary & Housing	$29,186	$26,581	$29,050	$26,401	$27,326	$29,707	$36,393
Additional Benefits Avg.	$6,994	$2,204	$6,694	$2,738	$4,916	$8,143	$9,985
Total Average	$36,180	$28,785	$35,744	$29,139	$32,242	$37,850	$46,378
25th ptle	$30,000	$15,500	$30,000	$17,662	$28,353	$32,085	$46,012
Median	$34,896	$32,300	$34,321	$28,116	$31,663	$37,755	$47,863
75th ptle	$41,568	$34,434	$41,202	$34,896	$36,514	$45,288	$50,913
Lecturer							
Number	25	3	13	15	21	4	3
Average Salary	$28,702	$24,217	$30,929	$25,875	$26,904	$30,420	$34,514
Median Salary	$34,620	0	$31,945	$33,205	$28,000	$28,000	0
Average Salary & Housing	$29,764	$24,217	$32,683	$26,124	$27,682	$32,970	$34,514
Additional Benefits Avg.	$4,322	$456	$6,006	$2,090	$3,157	$6,415	$5,823
Total Average	$34,086	$24,673	$38,689	$28,214	$30,839	$39,385	$40,337
25th ptle	$14,237	0	$23,418	$14,237	$14,237	$20,550	0
Median	$37,301	0	$41,440	$37,301	$31,617	$41,440	0
75th ptle	$41,440	0	$45,843	$37,301	$37,301	$46,303	0
Head Librarian-Faculty							
Number	2	0	2	0	2	0	0
Average Salary	$34,744	0	$34,744	0	$34,744	0	0
Median Salary	0	0	0	0	0	0	0
Average Salary & Housing	$34,744	0	$34,744	0	$34,744	0	0
Additional Benefits Avg.	$7,180	0	$7,180	0	$7,180	0	0
Total Average	$41,924	0	$41,924	0	$41,924	0	0
25th ptle	0	0	0	0	0	0	0
Median	0	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0	0
Non-Ranked Faculty							
Number	21	1	21	1	10	12	0
Average Salary	$26,635	0	$26,635	0	$24,174	$29,579	0
Median Salary	$23,160	0	$23,160	0	$18,580	$23,160	0
Average Salary & Housing	$30,820	0	$30,820	0	$28,554	$33,254	0
Additional Benefits Avg.	$5,314	0	$5,314	0	$5,663	$4,927	0
Total Average	$36,134	0	$36,134	0	$34,217	$38,182	0
25th ptle	$30,393	0	$30,393	0	$29,100	$32,013	0
Median	$33,950	0	$33,950	0	$30,393	$34,030	0
75th ptle	$39,100	0	$39,100	0	$37,816	$41,577	0

Table 3.19: Compensation Comparisons by Denomination of School—Groups with Four or More Schools

Table 3.19 complements Table 3.18 in that it again reports compensation for administrators and for faculty for comparison purposes, but now based on the denominational affiliation of the school.

Only denominations with four or more schools are listed. There are 12 groupings: 2 for Canada and 10 for the U.S. Because the table distinguishes U.S. from Canadian denominational groupings, Canadian dollars are reported and have not been converted. U.S. schools declaring themselves as nondenominational or interdenominational constitute a distinct U.S. grouping.

No salary is reported if there is only one person reported in a given category. If only two or three are reported, the percentile distribution and the median are not reported in order to protect the privacy of individual salaries.

Information regarding country and denominational affiliation is taken from the ATS school master file as reported by the schools themselves. Statistics are calculated with Canadian dollars converted to U.S. dollars at the rate of $0.7800 US.

Reported in Canadian Dollars:

RCCAN-Roman Catholic, Canada
UCCCAN-United Church of Canada

Reported in U.S. Dollars:

ABC-American Baptist Churches (USA)*
SBC-Southern Baptist Convention*
CC(DC)-Christian Churches and Churches of Christ
EC-Episcopal Church
ELCA-Evangelical Lutheran Church in America*
UMeth-United Methodist Church*
PC(USA)-Presbyterian Church (USA)*
RCUSA-Roman Catholic
UCC-United Church of Christ
INTERDEN-Inter- and Nondenominational

*Indicates the largest denomination in terms of number of members within the particular denominational family.

TABLE 3.19

Compensation Comparison by Denomination of School
(only includes groups with four or more schools)

ADMINISTRATIVE	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Chief Executive Officer						
Number	4	3	6	6	4	9
Average Salary	$54,934	$76,542	$65,514	$79,590	$68,875	$69,022
Median Salary	$40,000	0	$66,000	$83,490	$67,200	$70,000
Average Salary & Housing	$55,174	$76,542	$66,014	$86,123	$70,375	$85,146
Additional Benefits Avg.	$1,595	$11,043	$15,044	$20,484	$14,679	$27,266
Total Average	$56,768	$87,584	$81,057	$106,607	$85,053	$112,412
25th ptle	$32,136	0	$79,889	$92,777	$81,892	$77,196
Median	$43,100	0	$82,127	$107,986	$82,908	$109,491
75th ptle	$74,892	0	$88,849	$118,335	$82,908	$123,297
Chief Academic Officer						
Number	3	3	6	6	5	4
Average Salary	$50,589	$68,533	$52,601	$57,835	$53,680	$56,420
Median Salary	0	0	$52,950	$55,119	$51,200	$50,468
Average Salary & Housing	$50,589	$68,533	$52,601	$60,921	$54,394	$74,786
Additional Benefits Avg.	$317	$9,289	$13,484	$15,857	$11,958	$22,989
Total Average	$50,906	$77,821	$66,085	$76,778	$66,352	$97,776
25th ptle	0	0	$63,883	$73,051	$53,059	$79,631
Median	0	0	$64,524	$75,478	$64,668	$84,790
75th ptle	0	0	$70,227	$82,301	$64,668	$102,324
Admissions Officer						
Number	0	1	1	3	3	4
Average Salary	0	0	0	$26,504	$43,277	$31,350
Median Salary	0	0	0	0	0	$28,880
Average Salary & Housing	0	0	0	$27,704	$43,277	$36,022
Additional Benefits Avg.	0	0	0	$8,011	$6,809	$13,116
Total Average	0	0	0	$35,714	$50,086	$49,138
25th ptle	0	0	0	0	0	$45,713
Median	0	0	0	0	0	$47,806
75th ptle	0	0	0	0	0	$48,936
Alumni Officer						
Number	0	0	0	1	0	2
Average Salary	0	0	0	0	0	$29,279
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	$29,279
Additional Benefits Avg.	0	0	0	0	0	$11,759
Total Average	0	0	0	0	0	$41,038
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0

TABLE 3.19

Compensation Comparison by Denomination of School
(only includes groups with four or more schools)

ADMINISTRATIVE	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter/Nonden. USA
Chief Executive Officer						
Number	8	11	9	42	4	32
Average Salary	$65,023	$97,272	$91,862	$52,972	$73,934	$77,056
Median Salary	$63,600	$90,000	$87,317	$52,146	$73,000	$72,038
Average Salary & Housing	$72,053	$101,954	$98,250	$55,803	$76,934	$81,292
Additional Benefits Avg.	$20,251	$23,273	$29,651	$5,306	$14,889	$16,915
Total Average	$92,304	$125,227	$127,902	$61,110	$91,822	$98,207
25th ptle	$85,874	$105,504	$99,758	$51,355	$84,596	$68,621
Median	$88,996	$132,253	$121,849	$60,789	$86,779	$91,860
75th ptle	$92,715	$136,332	$137,170	$70,200	$97,882	$118,905
Chief Academic Officer						
Number	6	11	9	36	3	32
Average Salary	$51,440	$68,746	$63,977	$41,377	$54,604	$52,930
Median Salary	$50,861	$70,000	$65,000	$42,373	0	$56,650
Average Salary & Housing	$52,907	$70,057	$66,902	$43,861	$58,604	$55,992
Additional Benefits Avg.	$16,660	$14,453	$17,917	$5,015	$11,867	$9,846
Total Average	$69,567	$84,510	$84,818	$48,876	$70,470	$65,838
25th ptle	$64,242	$68,518	$75,000	$43,546	0	$45,214
Median	$68,782	$81,272	$78,356	$47,834	0	$62,752
75th ptle	$73,312	$93,721	$88,752	$54,555	0	$78,435
Admissions Officer						
Number	4	11	8	6	4	17
Average Salary	$43,267	$40,726	$33,681	$28,919	$34,590	$37,412
Median Salary	$38,444	$43,800	$30,818	$28,583	$32,960	$38,700
Average Salary & Housing	$44,267	$40,726	$34,306	$30,819	$34,590	$37,412
Additional Benefits Avg.	$11,542	$9,759	$9,872	$6,419	$8,302	$8,335
Total Average	$55,809	$50,485	$44,178	$37,238	$42,892	$45,746
25th ptle	$39,586	$37,550	$32,956	$29,502	$37,097	$30,984
Median	$50,707	$53,224	$38,754	$35,199	$39,630	$45,367
75th ptle	$66,291	$56,228	$46,531	$43,874	$40,583	$53,286
Alumni Officer						
Number	0	3	6	5	0	3
Average Salary	0	$28,533	$33,772	$22,057	0	$30,440
Median Salary	0	0	$27,053	$25,783	0	0
Average Salary & Housing	0	$28,533	$35,605	$22,417	0	$30,440
Additional Benefits Avg.	0	$6,371	$10,126	$2,849	0	$7,759
Total Average	0	$34,904	$45,731	$25,266	0	$38,199
25th ptle	0	0	$34,826	$1,500	0	0
Median	0	0	$36,480	$32,000	0	0
75th ptle	0	0	$54,669	$33,628	0	0

ADMINISTRATIVE	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Chief Financial Officer						
Number	4	2	5	6	4	6
Average Salary	$33,799	$41,657	$49,765	$52,031	$48,472	$46,094
Median Salary	$34,180	0	$48,287	$51,401	$48,789	$45,650
Average Salary & Housing	$33,799	$41,657	$49,765	$53,831	$48,472	$46,309
Additional Benefits Avg.	$2,540	$3,774	$14,753	$13,409	$14,437	$12,979
Total Average	$36,338	$45,431	$64,519	$67,240	$62,909	$59,288
25th ptle	$7,200	0	$56,989	$52,000	$30,703	$52,961
Median	$36,905	0	$62,244	$63,185	$64,608	$60,406
75th ptle	$46,800	0	$62,462	$82,258	$78,112	$65,389
Dean of Students						
Number	2	0	1	4	2	2
Average Salary	$24,818	0	0	$41,748	$29,800	$43,037
Median Salary	0	0	0	$31,752	0	0
Average Salary & Housing	$24,818	0	0	$43,608	$29,800	$56,123
Additional Benefits Avg.	$376	0	0	$9,988	$6,396	$21,642
Total Average	$25,194	0	0	$53,596	$36,196	$77,764
25th ptle	0	0	0	$30,495	0	0
Median	0	0	0	$47,755	0	0
75th ptle	0	0	0	$49,286	0	0
Development Officer						
Number	2	0	3	5	4	8
Average Salary	$40,600	0	$56,972	$56,016	$53,660	$38,816
Median Salary	0	0	0	$50,551	$57,338	$41,514
Average Salary & Housing	$40,600	0	$56,972	$57,086	$54,061	$47,431
Additional Benefits Avg.	$2,780	0	$15,779	$14,006	$12,208	$15,189
Total Average	$43,380	0	$72,750	$71,093	$66,269	$62,620
25th ptle	0	0	0	$48,014	$43,511	$52,122
Median	0	0	0	$66,431	$72,876	$64,341
75th ptle	0	0	0	$80,056	$72,876	$68,295
Development Prof. Staff, Other						
Number	0	2	5	8	4	8
Average Salary	0	$34,035	$36,960	$33,841	$30,886	$31,012
Median Salary	0	0	$32,383	$32,674	$33,177	$31,900
Average Salary & Housing	0	$34,035	$36,960	$34,766	$31,136	$31,012
Additional Benefits Avg.	0	$2,671	$11,808	$10,039	$8,314	$10,411
Total Average	0	$36,706	$48,768	$44,804	$39,449	$41,423
25th ptle	0	0	$36,190	$36,021	$26,120	$39,085
Median	0	0	$48,770	$46,414	$40,378	$42,494
75th ptle	0	0	$58,857	$49,302	$44,682	$43,908
Director of Continuing Education						
Number	1	1	2	1	0	2
Average Salary	0	0	$39,449	0	0	$37,260
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	$39,449	0	0	$45,597
Additional Benefits Avg.	0	0	$7,853	0	0	$20,037
Total Average	0	0	$47,302	0	0	$65,634
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0

ADMINISTRATIVE	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter/Nonden. USA
Chief Financial Officer						
Number	8	8	6	24	3	20
Average Salary	$48,802	$48,651	$60,103	$43,596	$44,170	$46,299
Median Salary	$47,000	$46,335	$57,004	$40,000	0	$46,800
Average Salary & Housing	$48,802	$48,651	$61,437	$44,316	$44,170	$46,499
Additional Benefits Avg.	$14,686	$10,762	$14,619	$6,433	$11,379	$7,928
Total Average	$63,489	$59,412	$76,055	$50,750	$55,549	$54,427
25th ptle	$45,738	$55,629	$60,895	$41,250	0	$38,109
Median	$60,644	$60,165	$77,427	$48,060	0	$53,000
75th ptle	$72,996	$67,510	$89,709	$57,780	0	$62,554
Dean of Students						
Number	2	3	6	16	0	10
Average Salary	$44,255	$41,940	$39,538	$29,610	0	$42,917
Median Salary	0	0	$30,818	$29,887	0	$38,784
Average Salary & Housing	$44,255	$41,940	$44,091	$32,915	0	$43,747
Additional Benefits Avg.	$11,948	$7,765	$12,339	$5,326	0	$8,448
Total Average	$56,203	$49,705	$56,429	$38,241	0	$52,194
25th ptle	0	0	$45,375	$33,696	0	$48,300
Median	0	0	$47,490	$39,308	0	$49,317
75th ptle	0	0	$75,227	$42,627	0	$58,265
Development Officer						
Number	9	9	7	21	4	22
Average Salary	$54,182	$57,620	$56,218	$41,954	$48,352	$54,253
Median Salary	$52,978	$55,000	$57,500	$38,000	$47,469	$54,393
Average Salary & Housing	$54,715	$57,620	$58,218	$42,360	$48,352	$54,676
Additional Benefits Avg.	$16,551	$12,917	$15,236	$6,815	$9,896	$10,514
Total Average	$71,266	$70,538	$73,454	$49,176	$58,248	$65,190
25th ptle	$60,078	$54,818	$63,080	$36,693	$53,410	$48,691
Median	$66,977	$67,875	$70,720	$43,900	$56,913	$61,998
75th ptle	$83,128	$81,619	$73,466	$59,733	$61,287	$74,099
Development Prof. Staff, Other						
Number	8	14	11	18	2	31
Average Salary	$37,462	$35,780	$37,416	$31,263	$35,635	$42,169
Median Salary	$39,140	$34,300	$39,520	$28,000	0	$38,850
Average Salary & Housing	$38,637	$35,780	$37,416	$32,047	$35,635	$43,969
Additional Benefits Avg.	$10,996	$7,377	$9,762	$5,276	$8,166	$8,716
Total Average	$49,633	$43,156	$47,178	$37,322	$43,800	$52,685
25th ptle	$27,263	$35,435	$39,339	$28,444	0	$38,975
Median	$51,626	$40,892	$44,383	$36,161	0	$48,137
75th ptle	$54,116	$46,801	$51,237	$39,875	0	$59,632
Director of Continuing Education						
Number	3	4	6	11	2	10
Average Salary	$35,439	$32,198	$40,917	$28,872	$37,926	$39,059
Median Salary	0	$32,894	$37,840	$28,515	0	$36,500
Average Salary & Housing	$37,839	$32,198	$43,250	$30,210	$37,926	$39,359
Additional Benefits Avg.	$11,650	$7,415	$13,431	$6,545	$8,926	$7,271
Total Average	$49,489	$39,613	$56,681	$36,755	$46,852	$46,630
25th ptle	0	$34,882	$47,880	$28,085	0	$36,460
Median	0	$39,096	$49,736	$32,790	0	$42,793
75th ptle	0	$41,477	$70,394	$37,657	0	$57,693

ADMINISTRATIVE	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Director of Graduate Studies						
Number	1	1	0	1	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Director of Student Services						
Number	0	0	0	1	1	2
Average Salary	0	0	0	0	0	$29,279
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	$29,279
Additional Benefits Avg.	0	0	0	0	0	$11,759
Total Average	0	0	0	0	0	$41,038
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
D. Min. Director						
Number	0	0	1	4	2	0
Average Salary	0	0	0	$40,266	$45,840	0
Median Salary	0	0	0	$37,018	0	0
Average Salary & Housing	0	0	0	$41,766	$45,840	0
Additional Benefits Avg.	0	0	0	$10,192	$8,544	0
Total Average	0	0	0	$51,958	$54,384	0
25th ptle	0	0	0	$38,166	0	0
Median	0	0	0	$50,899	0	0
75th ptle	0	0	0	$50,943	0	0
Executive Vice President						
Number	0	0	0	1	1	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Field Education Director						
Number	3	4	2	4	3	0
Average Salary	$24,288	$35,004	$27,033	$43,805	$36,733	0
Median Salary	0	$39,231	0	$38,000	0	0
Average Salary & Housing	$24,288	$35,754	$27,033	$44,068	$36,733	0
Additional Benefits Avg.	$417	$4,602	$4,556	$9,395	$5,881	0
Total Average	$24,705	$40,356	$31,589	$53,463	$42,614	0
25th ptle	0	$15,294	0	$37,922	0	0
Median	0	$45,705	0	$49,479	0	0
75th ptle	0	$45,705	0	$58,675	0	0

ADMINISTRATIVE	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter/Nonden. USA
Director of Graduate Studies						
Number	0	0	2	10	1	3
Average Salary	0	0	$45,564	$43,657	0	$50,115
Median Salary	0	0	0	$41,800	0	0
Average Salary & Housing	0	0	$53,224	$43,657	0	$50,115
Additional Benefits Avg.	0	0	$16,319	$7,267	0	$9,408
Total Average	0	0	$69,543	$50,924	0	$59,523
25th ptle	0	0	0	$39,792	0	0
Median	0	0	0	$46,455	0	0
75th ptle	0	0	0	$60,600	0	0
Director of Student Services						
Number	1	6	1	7	1	4
Average Salary	0	$33,955	0	$28,034	0	$40,375
Median Salary	0	$33,473	0	$29,482	0	$41,000
Average Salary & Housing	0	$33,955	0	$28,034	0	$40,375
Additional Benefits Avg.	0	$6,782	0	$6,121	0	$7,370
Total Average	0	$40,737	0	$34,155	0	$47,745
25th ptle	0	$36,401	0	$27,801	0	$36,923
Median	0	$41,329	0	$36,661	0	$46,768
75th ptle	0	$44,903	0	$38,976	0	$53,369
D. Min. Director						
Number	0	2	3	1	0	7
Average Salary	0	$34,050	$53,417	0	0	$50,275
Median Salary	0	0	0	0	0	$53,657
Average Salary & Housing	0	$34,050	$55,857	0	0	$50,703
Additional Benefits Avg.	0	$6,270	$16,654	0	0	$9,963
Total Average	0	$40,320	$72,511	0	0	$60,667
25th ptle	0	0	0	0	0	$45,937
Median	0	0	0	0	0	$61,596
75th ptle	0	0	0	0	0	$66,964
Executive Vice President						
Number	0	3	3	7	0	4
Average Salary	0	$53,386	$60,143	$44,774	0	$52,346
Median Salary	0	0	0	$46,420	0	$48,072
Average Salary & Housing	0	$53,386	$64,249	$49,312	0	$62,826
Additional Benefits Avg.	0	$8,953	$15,727	$3,551	0	$11,521
Total Average	0	$62,338	$79,976	$52,863	0	$74,347
25th ptle	0	0	0	$45,000	0	$58,649
Median	0	0	0	$53,409	0	$60,355
75th ptle	0	0	0	$57,745	0	$62,210
Field Education Director						
Number	4	10	6	22	1	7
Average Salary	$42,296	$47,781	$45,270	$26,657	0	$41,288
Median Salary	$37,822	$43,967	$43,048	$25,103	0	$40,800
Average Salary & Housing	$43,296	$47,781	$48,823	$28,330	0	$41,288
Additional Benefits Avg.	$11,914	$12,225	$13,542	$5,997	0	$8,410
Total Average	$55,210	$60,006	$62,365	$34,328	0	$49,698
25th ptle	$46,228	$52,344	$58,946	$30,175	0	$38,151
Median	$47,928	$57,290	$60,543	$33,516	0	$44,684
75th ptle	$62,708	$64,201	$67,278	$38,404	0	$55,456

ADMINISTRATIVE	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Formation Director						
Number	0	0	0	0	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Information Systems Manager						
Number	0	0	0	5	1	1
Average Salary	0	0	0	$36,977	0	0
Median Salary	0	0	0	$36,621	0	0
Average Salary & Housing	0	0	0	$38,177	0	0
Additional Benefits Avg.	0	0	0	$11,323	0	0
Total Average	0	0	0	$49,500	0	0
25th ptle	0	0	0	$40,733	0	0
Median	0	0	0	$45,964	0	0
75th ptle	0	0	0	$55,011	0	0
Head Librarian-Admin.						
Number	3	1	3	5	5	7
Average Salary	$38,933	0	$37,947	$39,860	$41,468	$38,811
Median Salary	0	0	0	$39,776	$43,700	$41,100
Average Salary & Housing	$38,933	0	$37,947	$41,060	$41,882	$48,218
Additional Benefits Avg.	$2,295	0	$13,340	$11,441	$11,886	$16,250
Total Average	$41,228	0	$51,287	$52,501	$53,768	$64,468
25th ptle	0	0	0	$38,366	$38,143	$53,596
Median	0	0	0	$53,521	$58,262	$60,533
75th ptle	0	0	0	$61,866	$58,262	$63,673
Librarian Prof. Staff Other						
Number	0	2	3	22	3	7
Average Salary	0	$29,499	$26,001	$25,646	$27,518	$31,929
Median Salary	0	0	0	$24,815	0	$29,200
Average Salary & Housing	0	$29,499	$26,001	$25,735	$27,518	$33,344
Additional Benefits Avg.	0	$2,731	$7,063	$10,441	$9,968	$11,189
Total Average	0	$32,230	$33,064	$36,176	$37,486	$44,533
25th ptle	0	0	0	$31,021	0	$35,672
Median	0	0	0	$34,893	0	$41,343
75th ptle	0	0	0	$41,679	0	$51,283
Recruitment Officer						
Number	0	0	2	3	3	0
Average Salary	0	0	$35,950	$23,665	$29,480	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	$35,950	$23,665	$29,480	0
Additional Benefits Avg.	0	0	$9,842	$7,506	$6,410	0
Total Average	0	0	$45,792	$31,171	$35,890	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0

ADMINISTRATIVE	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter//Nonden. USA
Formation Director						
Number	0	0	1	24	1	2
Average Salary	0	0	0	$31,241	0	$38,365
Median Salary	0	0	0	$30,000	0	0
Average Salary & Housing	0	0	0	$34,430	0	$38,365
Additional Benefits Avg.	0	0	0	$5,414	0	$6,172
Total Average	0	0	0	$39,844	0	$44,537
25th ptle	0	0	0	$30,837	0	0
Median	0	0	0	$40,050	0	0
75th ptle	0	0	0	$45,332	0	0
Information Systems Manager						
Number	1	3	2	2	0	7
Average Salary	0	$29,522	$47,101	$29,308	0	$37,349
Median Salary	0	0	0	0	0	$37,950
Average Salary & Housing	0	$29,522	$47,101	$29,308	0	$37,349
Additional Benefits Avg.	0	$7,140	$14,402	$3,051	0	$8,186
Total Average	0	$36,662	$61,503	$32,359	0	$45,535
25th ptle	0	0	0	0	0	$33,968
Median	0	0	0	0	0	$50,998
75th ptle	0	0	0	0	0	$51,385
Head Librarian-Admin.						
Number	6	10	5	29	2	20
Average Salary	$40,308	$48,486	$55,565	$31,696	$32,025	$39,568
Median Salary	$37,445	$42,665	$52,150	$30,500	0	$37,207
Average Salary & Housing	$42,175	$48,486	$57,765	$32,425	$32,025	$40,378
Additional Benefits Avg.	$12,460	$11,304	$15,095	$4,176	$8,052	$7,907
Total Average	$54,634	$59,790	$72,859	$36,601	$40,077	$48,285
25th ptle	$46,947	$50,078	$50,025	$30,500	0	$33,658
Median	$48,641	$53,096	$64,667	$36,094	0	$46,523
75th ptle	$66,646	$69,461	$82,262	$42,010	0	$51,072
Librarian Prof. Staff Other						
Number	6	23	17	22	3	36
Average Salary	$31,105	$30,798	$36,939	$23,468	$21,000	$33,783
Median Salary	$29,119	$29,262	$36,564	$24,328	0	$32,700
Average Salary & Housing	$31,105	$30,798	$37,528	$23,956	$21,000	$33,783
Additional Benefits Avg.	$9,256	$8,341	$12,203	$4,529	$5,299	$8,458
Total Average	$40,360	$39,138	$49,730	$28,485	$26,299	$42,241
25th ptle	$33,416	$33,589	$40,389	$26,160	0	$36,033
Median	$40,470	$36,579	$49,237	$30,000	0	$41,278
75th ptle	$41,004	$42,141	$52,767	$32,778	0	$46,342
Recruitment Officer						
Number	1	2	2	6	1	6
Average Salary	0	$23,500	$35,314	$31,802	0	$30,651
Median Salary	0	0	0	$31,424	0	$28,980
Average Salary & Housing	0	$23,500	$35,314	$32,102	0	$30,651
Additional Benefits Avg.	0	$6,056	$9,022	$4,599	0	$7,233
Total Average	0	$29,556	$44,336	$36,702	0	$37,884
25th ptle	0	0	0	$35,334	0	$34,465
Median	0	0	0	$36,209	0	$35,355
75th ptle	0	0	0	$38,663	0	$39,668

ADMINISTRATIVE/FACULTY	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Registrar						
Number	3	1	6	4	3	4
Average Salary	$33,038	0	$27,744	$34,761	$30,617	$29,270
Median Salary	0	0	$24,120	$34,868	0	$27,000
Average Salary & Housing	$33,038	0	$27,744	$36,586	$30,617	$29,270
Additional Benefits Avg.	$2,861	0	$7,542	$10,013	$9,582	$10,850
Total Average	$35,899	0	$35,286	$46,599	$40,198	$40,120
25th ptle	0	0	$31,826	$38,032	0	$37,154
Median	0	0	$34,498	$47,141	0	$37,587
75th ptle	0	0	$36,698	$50,009	0	$42,365
Vice President Administration						
Number	2	0	1	4	0	3
Average Salary	$36,680	0	0	$47,622	0	$56,490
Median Salary	0	0	0	$41,351	0	0
Average Salary & Housing	$36,680	0	0	$50,322	0	$70,486
Additional Benefits Avg.	$400	0	0	$5,837	0	$28,634
Total Average	$37,080	0	0	$56,159	0	$99,119
25th ptle	0	0	0	$50,286	0	0
Median	0	0	0	$55,226	0	0
75th ptle	0	0	0	$58,647	0	0
FACULTY						
Professor						
Number	17	18	24	137	30	47
Average Salary	$51,958	$64,032	$40,606	$42,355	$51,508	$42,990
Median Salary	$61,622	$58,675	$39,520	$41,260	$47,700	$41,234
Average Salary & Housing	$52,015	$64,032	$41,287	$42,984	$51,907	$53,601
Additional Benefits Avg.	$3,250	$6,597	$13,143	$12,751	$13,034	$20,267
Total Average	$55,265	$70,629	$54,430	$55,735	$64,941	$73,868
25th ptle	$33,747	$56,526	$49,814	$49,389	$59,994	$66,024
Median	$66,517	$66,870	$52,431	$56,081	$61,134	$71,414
75th ptle	$71,248	$82,596	$57,184	$62,435	$69,394	$83,483
Associate Professor						
Number	18	7	14	78	17	24
Average Salary	$53,021	$58,186	$38,584	$34,373	$41,090	$37,316
Median Salary	$54,053	$57,509	$35,926	$34,150	$41,720	$35,000
Average Salary & Housing	$53,128	$58,186	$39,013	$35,126	$41,475	$45,267
Additional Benefits Avg.	$5,591	$8,519	$9,135	$11,610	$9,844	$17,714
Total Average	$58,718	$66,705	$48,148	$46,735	$51,319	$62,981
25th ptle	$52,560	$62,048	$45,951	$43,547	$45,408	$54,841
Median	$56,922	$65,606	$49,240	$47,273	$55,425	$63,228
75th ptle	$71,248	$70,334	$55,013	$49,927	$56,433	$71,355
Assistant Professor						
Number	6	6	6	47	13	13
Average Salary	$40,258	$49,305	$32,013	$28,952	$33,469	$28,607
Median Salary	$42,620	$48,112	$32,224	$28,158	$34,475	$29,232
Average Salary & Housing	$41,783	$49,305	$32,513	$29,775	$33,671	$39,851
Additional Benefits Avg.	$837	$7,453	$6,481	$10,707	$7,531	$17,693
Total Average	$42,620	$56,758	$38,994	$40,482	$41,202	$57,543
25th ptle	$32,500	$53,095	$36,685	$37,618	$31,516	$51,215
Median	$42,620	$54,721	$36,759	$41,039	$42,531	$53,572
75th ptle	$47,003	$61,059	$44,276	$42,830	$47,196	$61,556

ADMINISTRATIVE/FACULTY	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter/Nonden. USA
Registrar						
Number	7	10	8	28	2	25
Average Salary	$29,730	$31,393	$32,211	$26,988	$21,337	$31,208
Median Salary	$28,656	$26,762	$30,000	$27,352	0	$32,182
Average Salary & Housing	$30,302	$31,393	$32,961	$27,176	$21,337	$31,796
Additional Benefits Avg.	$8,815	$6,693	$9,750	$4,974	$8,771	$5,924
Total Average	$39,117	$38,086	$42,710	$32,150	$30,107	$37,721
25th ptle	$34,224	$30,884	$32,956	$25,985	0	$31,000
Median	$37,353	$33,374	$37,853	$33,237	0	$39,773
75th ptle	$38,173	$39,871	$41,493	$35,500	0	$42,639
Vice President Administration						
Number	1	2	3	7	2	11
Average Salary	0	$59,901	$77,195	$32,585	$68,296	$58,162
Median Salary	0	0	0	$32,898	0	$55,656
Average Salary & Housing	0	$59,901	$80,861	$35,633	$68,296	$58,162
Additional Benefits Avg.	0	$11,291	$25,498	$6,886	$12,793	$12,727
Total Average	0	$71,192	$106,360	$42,519	$81,089	$70,889
25th ptle	0	0	0	$29,937	0	$59,083
Median	0	0	0	$39,387	0	$62,929
75th ptle	0	0	0	$49,557	0	$75,907
FACULTY						
Professor						
Number	90	144	95	176	27	273
Average Salary	$46,006	$56,838	$54,433	$41,977	$48,329	$50,689
Median Salary	$46,673	$54,084	$51,363	$39,652	$47,600	$47,360
Average Salary & Housing	$47,147	$56,838	$58,029	$43,889	$49,218	$53,257
Additional Benefits Avg.	$13,896	$11,996	$16,783	$4,462	$10,679	$11,840
Total Average	$61,042	$68,834	$74,812	$48,350	$59,897	$65,097
25th ptle	$58,858	$58,977	$62,591	$39,716	$55,537	$46,498
Median	$59,963	$64,884	$70,346	$45,214	$57,259	$60,949
75th ptle	$62,464	$76,858	$81,483	$50,588	$62,163	$78,990
Associate Professor						
Number	39	53	42	135	9	133
Average Salary	$39,518	$46,005	$47,338	$34,464	$43,152	$39,956
Median Salary	$39,100	$45,676	$47,644	$33,810	$41,500	$39,190
Average Salary & Housing	$41,123	$46,005	$50,091	$35,673	$44,486	$42,468
Additional Benefits Avg.	$12,814	$10,265	$14,236	$4,741	$9,128	$8,828
Total Average	$53,937	$56,270	$64,326	$40,414	$53,613	$51,296
25th ptle	$49,594	$50,160	$56,665	$33,551	$50,219	$41,698
Median	$53,389	$56,430	$59,195	$40,686	$50,219	$49,353
75th ptle	$57,334	$61,402	$73,856	$45,811	$52,629	$57,768
Assistant Professor						
Number	25	58	23	163	12	96
Average Salary	$34,427	$38,263	$37,974	$30,142	$38,246	$33,483
Median Salary	$35,423	$38,000	$39,960	$30,000	$36,050	$33,370
Average Salary & Housing	$36,139	$38,263	$39,407	$31,913	$38,246	$34,037
Additional Benefits Avg.	$10,403	$7,940	$11,474	$5,306	$7,903	$7,585
Total Average	$46,542	$46,203	$50,880	$37,219	$46,149	$41,622
25th ptle	$43,947	$42,309	$49,596	$29,937	$43,760	$34,798
Median	$45,902	$45,796	$52,518	$36,660	$45,507	$40,933
75th ptle	$48,886	$49,615	$56,299	$43,608	$47,211	$47,690

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FACULTY	Canadian Dollars RCCan	UCCan	US Dollars ABC	SBC	CC(DC)	EC
Instructor						
Number	0	0	0	0	5	6
Average Salary	0	0	0	0	$32,360	$25,710
Median Salary	0	0	0	0	$34,200	$24,150
Average Salary & Housing	0	0	0	0	$32,360	$35,919
Additional Benefits Avg.	0	0	0	0	$9,828	$11,038
Total Average	0	0	0	0	$42,188	$46,957
25th ptle	0	0	0	0	$29,789	$41,568
Median	0	0	0	0	$45,288	$47,806
75th ptle	0	0	0	0	$45,288	$49,631
Lecturer						
Number	12	0	0	0	1	2
Average Salary	$31,336	0	0	0	0	$33,950
Median Salary	$17,800	0	0	0	0	0
Average Salary & Housing	$31,736	0	0	0	0	$45,350
Additional Benefits Avg.	$1,643	0	0	0	0	$13,261
Total Average	$33,379	0	0	0	0	$58,611
25th ptle	$18,252	0	0	0	0	0
Median	$18,252	0	0	0	0	0
75th ptle	$47,822	0	0	0	0	0
Head Librarian-Faculty						
Number	0	0	0	0	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Non-Ranked Faculty						
Number	0	1	0	0	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0

FACULTY	ELCA	U.Meth	PC(USA)	RCUSA	UCC	Inter/Nonden. USA
Instructor						
Number	1	3	3	35	0	10
Average Salary	0	$33,867	$30,462	$24,147	0	$28,419
Median Salary	0	0	0	$23,755	0	$25,750
Average Salary & Housing	0	$33,867	$37,795	$26,565	0	$30,489
Additional Benefits Avg.	0	$7,220	$13,488	$4,866	0	$5,761
Total Average	0	$41,087	$51,284	$31,432	0	$36,250
25th ptle	0	0	0	$28,408	0	$28,838
Median	0	0	0	$31,663	0	$32,932
75th ptle	0	0	0	$35,325	0	$44,739
Lecturer						
Number	0	1	0	4	0	3
Average Salary	0	0	0	$32,665	0	$27,515
Median Salary	0	0	0	$34,692	0	0
Average Salary & Housing	0	0	0	$32,665	0	$27,515
Additional Benefits Avg.	0	0	0	$5,361	0	$3,855
Total Average	0	0	0	$38,025	0	$31,370
25th ptle	0	0	0	$23,418	0	0
Median	0	0	0	$36,996	0	0
75th ptle	0	0	0	$45,843	0	0
Head Librarian-Faculty						
Number	0	0	0	1	0	0
Average Salary	0	0	0	0	0	0
Median Salary	0	0	0	0	0	0
Average Salary & Housing	0	0	0	0	0	0
Additional Benefits Avg.	0	0	0	0	0	0
Total Average	0	0	0	0	0	0
25th ptle	0	0	0	0	0	0
Median	0	0	0	0	0	0
75th ptle	0	0	0	0	0	0
Non-Ranked Faculty						
Number	0	0	1	20	0	0
Average Salary	0	0	0	$26,216	0	0
Median Salary	0	0	0	$23,030	0	0
Average Salary & Housing	0	0	0	$30,611	0	0
Additional Benefits Avg.	0	0	0	$5,231	0	0
Total Average	0	0	0	$35,842	0	0
25th ptle	0	0	0	$30,393	0	0
Median	0	0	0	$32,853	0	0
75th ptle	0	0	0	$37,816	0	0

Table 3.21 presents a comparison of total salary figures in thousands of dollars for university/college affiliated schools and for nonuniversity affiliated schools. The total salary here reported includes contract salary with contributed services if they obtain, housing, pension, and other benefits. The comparison is made first for Canadian schools in Canadian dollars and then for U.S. schools in U.S. dollars. The school is considered university or college affiliated if it is an integral part of a larger institution that possesses at least two other professional schools or departments at a graduate level. The university/independent status of all member schools is listed in Table 1.01 of Chapter I.

Table 3.21: Distribution of Administrative and Faculty Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools

TABLE 3.21

Distribution of Administrative Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools

Canadian Schools

POSITION	University Affiliated 25th pctl	University Affiliated Median	University Affiliated 75th pctl	NonUniversity Affiliated 25th pctl	NonUniversity Affiliated Median	NonUniversity Affiliated 75th pctl
Chief Executive Officer	0	0	0	$60.0	$69.4	$81.6
Chief Academic Officer	0	0	0	$56.4	$63.7	$79.1
Admissions Officer	0	0	0	0	0	0
Alumni Officer	0	0	0	0	0	0
Chief Financial Officer	0	0	0	$37.7	$50.5	$58.6
Dean of Students	0	0	0	$32.1	$38.6	$54.3
Development Officer	0	0	0	$47.1	$48.0	$66.3
Development Prof. Staff, Other	0	0	0	$31.8	$38.8	$48.8
Director of Continuing Education	0	0	0	$36.5	$46.1	$57.7
Director of Graduate Studies	0	0	0	0	0	0
Director of Student Services	0	0	0	0	0	0
D. Min. Director	0	0	0	0	0	0
Executive Vice President	0	0	0	0	0	0
Field Education Director	0	0	0	$23.7	$45.7	$49.4
Formation Director	0	0	0	0	0	0
Information Systems Manager	0	0	0	0	0	0
Head Librarian-Admin.	0	0	0	$33.6	$43.7	$45.4
Librarian Prof. Staff Other	0	0	0	$25.9	$38.6	$40.0
Recruitment Officer	0	0	0	0	0	0
Registrar	0	0	0	$33.1	$40.7	$45.7
Vice President Administration	0	0	0	$28.1	$46.1	$60.7

Distribution of Faculty Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools

Professor	$69.1	$84.9	$100.4	$46.5	$60.2	$68.5
Associate Professor	$55.9	$62.1	$79.0	$48.1	$55.9	$66.5
Assistant Professor	$50.0	$50.0	$53.5	$42.1	$48.5	$55.4
Instructor	0	0	0	0	0	0
Lecturer	0	0	0	$18.3	$47.8	$47.8
Head Librarian-Faculty	0	0	0	0	0	0
Non-Ranked Faculty	0	0	0	0	0	0

TABLE 3.21

Distribution of Administrative Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools

U.S. Schools

POSITION	University Affiliated 25th pctl	University Affiliated Median	University Affiliated 75th pctl	NonUniversity Affiliated 25th pctl	NonUniversity Affiliated Median	NonUniversity Affiliated 75th pctl
Chief Executive Officer	$71.8	$107.9	$146.9	$65.3	$82.1	$100.2
Chief Academic Officer	$60.8	$74.5	$92.2	$51.7	$62.9	$74.4
Admissions Officer	$44.6	$56.2	$64.0	$36.5	$42.6	$49.4
Alumni Officer	0	0	0	$32.0	$35.7	$40.7
Chief Financial Officer	$45.6	$56.3	$60.2	$44.5	$57.0	$67.6
Dean of Students	$44.4	$48.4	$57.7	$37.7	$47.1	$51.8
Development Officer	$50.2	$54.8	$72.9	$46.2	$61.4	$73.5
Development Prof. Staff, Other	$29.9	$35.4	$46.8	$37.9	$44.5	$51.8
Director of Continuing Education	$34.9	$40.9	$47.1	$34.8	$42.4	$51.9
Director of Graduate Studies	$46.5	$56.2	$60.6	$37.3	$56.5	$62.5
Director of Student Services	$36.4	$42.6	$44.9	$33.7	$39.0	$46.6
D. Min. Director	$41.7	$61.6	$67.8	$40.0	$50.7	$57.8
Executive Vice President	0	0	0	$53.4	$60.4	$71.9
Field Education Director	$52.3	$55.1	$67.6	$32.3	$43.9	$55.5
Formation Director	0	0	0	$30.8	$40.5	$45.4
Information Systems Manager	0	0	0	$37.0	$44.4	$51.5
Head Librarian-Admin.	$40.9	$51.2	$69.5	$37.1	$46.9	$54.4
Librarian Prof. Staff Other	$34.2	$40.0	$44.2	$30.3	$35.5	$42.0
Recruitment Officer	$31.3	$31.5	$34.5	$34.1	$36.7	$43.7
Registrar	$31.8	$34.7	$45.6	$30.9	$35.6	$41.5
Vice President Administration	$23.4	$36.9	$87.8	$49.6	$60.0	$72.7

Distribution of Faculty Compensation in Thousands, Comparing University and NonUniversity Affiliated Schools

Professor	$54.1	$72.0	$92.4	$47.8	$57.3	$64.6
Associate Professor	$45.0	$53.5	$59.5	$41.3	$47.4	$53.7
Assistant Professor	$39.3	$44.6	$48.6	$35.0	$40.9	$45.9
Instructor	$31.0	$37.8	$40.5	$30.0	$33.4	$41.2
Lecturer	0	0	0	$28.0	$41.4	$45.8
Head Librarian-Faculty	0	0	0	0	0	0
Non-Ranked Faculty	0	0	0	$30.4	$32.5	$37.8

Table 3.22: Distribution of Full Professor Compensation by Gender—All Canadian Schools

Table 3:22 breaks down salary by gender for full professors in all Canadian schools. While the years 1989-1992 show that women with the same rank consistently were paid less, 1993 shows a reversal of that trend. Because there are only 13 women serving as full professors, the sample size is too small to project trends.

TABLE 3.22

Average Full-Time Professor Total Salary and Benefits by Gender

Canadian Schools - In Canadian Dollars

Male Professors - Averages	# Schools Reporting	#Records	Contract Salary	Housing Value	Added Benefits	Pension Payments	Contributed Services	Total Salary & Benefits
1993	32	90	52,211	1,183	3,739	2,914	3,061	63,108
1992	32	96	52,252	1,825	3,987	3,268	2,113	63,445
1991	30	104	50,598	1,843	4,865	3,970	2,627	63,904
1990	30	83	48,673	2,147	4,444	3,607	2,557	61,428
1989	29	84	43,306	1,380	3,976	2,490	3,062	54,214

Female Professors - Averages	# Schools Reporting	#Records	Contract Salary	Housing Value	Added Benefits	Pension Payments	Contributed Services	Total Salary & Benefits
1993	32	13	53,872	1,554	3,590	2,445	5,047	66,508
1992	32	10	47,964	1,982	3,638	3,990	2,167	59,471
1991	30	10	45,544	1,982	5,357	2,409	4,449	59,741
1990	30	4	41,854	0	2,260	0	3,503	47,617
1989	29	6	43,306	1,380	3,976	2,490	3,062	44,253

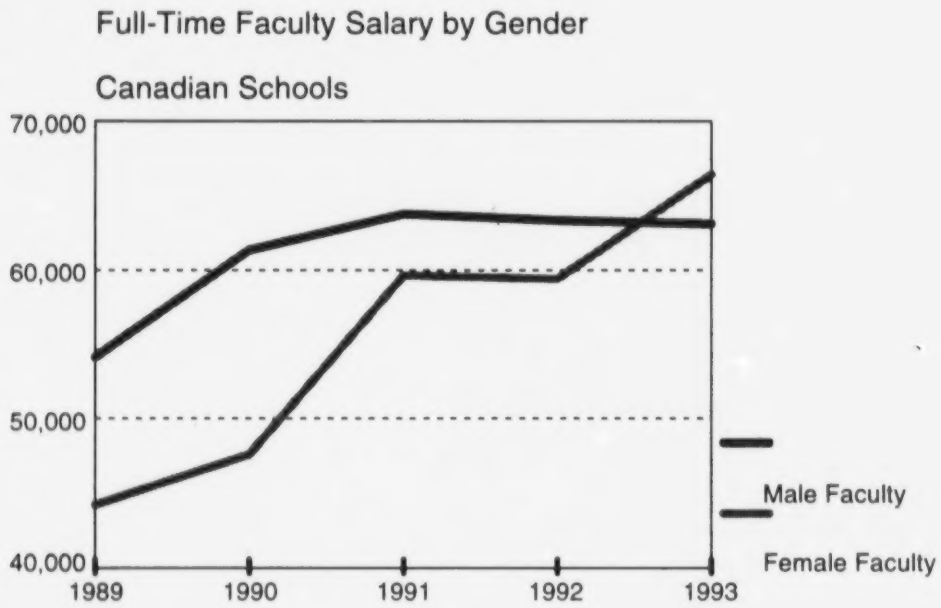


Table 3.23: Distribution of Full Professor Compensation by Gender—All U.S. Schools

Table 3.23 breaks down salary by gender for full professors in all U.S. Schools. Women's salaries have been consistently below that of their male colleagues but have increased approximately at the same rate. What is of more interest is the 87% increase in the number of women achieving the rank of full professor in four years. The number of men in the rank of full professor has declined reflecting retirement statistics of white males. Their positions are most often filled by junior faculty.

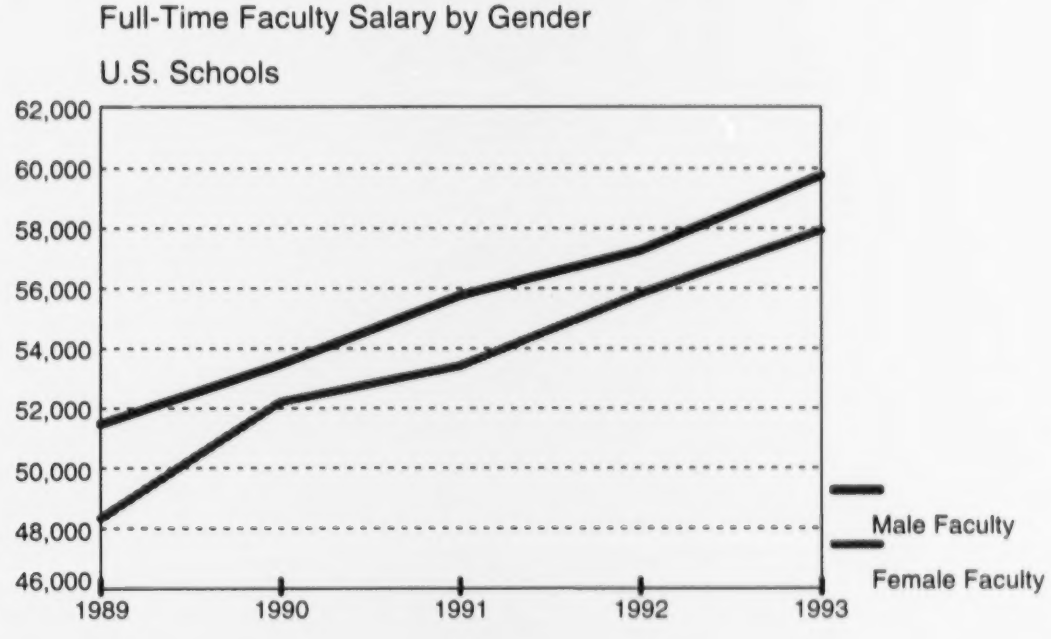
TABLE 3.23

Average Full-Time Professor Total Salary and Benefits by Gender

U.S. Schools - In U.S. Dollars

Male Professors - Averages	# Schools Reporting	# Records	Contract Salary	Housing Value	Added Benefits	Pension Payments	Contributed Services	Total Salary & Benefits
1993	187	1,066	44,559	1,892	5,942	5,539	1,818	59,751
1992	188	1,146	43,028	1,684	5,257	5,484	1,784	57,237
1991	181	1,131	41,225	1,764	5,171	5,507	2,077	55,744
1990	181	1,071	39,975	1,571	4,576	5,425	1,948	53,496
1989	176	1,073	38,032	2,143	4,029	5,401	1,909	51,516

Female Professors - Averages	# Schools Reporting	# Records	Contract Salary	Housing Value	Added Benefits	Pension Payments	Contributed Services	Total Salary & Benefits
1993	187	144	43,328	1,656	5,150	5,370	2,412	57,917
1992	188	95	42,380	1,733	3,890	5,672	2,179	55,845
1991	181	92	40,156	1,997	3,937	5,520	1,804	53,414
1990	181	73	38,736	2,439	3,673	5,556	1,856	52,260
1989	176	77	35,205	2,262	2,806	5,329	2,772	48,376



Chapter IV
Finances:
Tuition Costs, Revenues, and Expenditures

Introduction

Data in this chapter are taken from the ATS Annual Report Forms, sections on Finance (F-1) and Institutional Characteristics (IC-1).

This chapter consists of a number of tables that provide the overall financial information for the ATS member schools as reported in the fall of 1993 in the ATS Annual Report Forms. Financial resources are crucial indicators of an institution's overall health. Institutions can monitor financial indicators with the expected goal of revenue growth equaling or exceeding expenditure growth. Patterns of expenditures will vary according to school size, denomination, mission statement, and external control.

The tables provide revenue and expenditure information together with per-student costs for the years 1991-92 and 1992-93 based on the data reported on the ATS Annual Report Form on Finance (F-1) for those years and as reported in the fall of 1992 and 1993. Average tuition costs and degree program costs are also reported in this chapter.

QUESTIONS TO CONSIDER

1. *How stable and reliable are your school's sources of revenue?*
2. *How diversified are your school's revenue sources?*
3. *What are your school's long-range projections for revenue sources?*
4. *Are new revenue sources being identified?*
5. *How is your school spending its resources to support current operations? What are some observable trends?*
6. *If financial aid is increasing, what are the reasons for such an increase?*
7. *How does one determine whether or not plant operations and maintenance expenditures represent good planning or deferred maintenance?*

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Table 4.01: Tuition and Fees

The data for this table were submitted by member schools on the ATS Annual Report Form, Institutional Characteristics (IC-1).

In Table 4.01, tuition costs and fees are given for the full academic year 1993-94 and are the figures published by the schools. It is important to understand that the low tuition costs listed for Southern Baptist seminaries and some of the Roman Catholic seminaries are due to denominational subsidies of educational programs at those schools. University-affiliated schools will generally report higher tuition costs because the divinity school of the university will most often follow the university tuition scale.

Canadian school figures are listed in Canadian dollars and U.S. schools are listed in U.S. dollars, so the two groups are separately presented in alphabetical order. All schools are listed to allow for direct peer analysis.

QUESTIONS TO CONSIDER

1. *How dependent is your school on tuition and fees? Has this changed over time?*
2. *What is the stability of enrollment at your school? Does it differ by degree program?*
3. *What has been the percentage increase in tuition and fees over time? Will tuition and fees be raised in the next two years?*

TABLE 4.01

Tuition and Fees

School Name	Master of Divinity Per Year Tuition	Master of Divinity Per Year Fees	Ph.D./Th.D./S.T.D Per Year Tuition	Ph.D./Th.D./S.T.D Per Year Fees	Doctor of Ministry Full Program Tuition & Fees
Canadian Schools in Canadian Dollars					
Acadia Divinity College	$2,420	$183	$0	$0	$6,000
Associated Canadian Theological Schools	$4,125	$6	$0	$0	$0
Atlantic School of Theology	$2,640	$60	$0	$0	$0
Canadian Theological Seminary	$4,272	$574	$0	$0	$8,475
Concordia Lutheran Seminary (AB)	$4,200	$85	$0	$0	$0
Concordia Lutheran Theological Seminary (ON)	$3,960	$0	$0	$0	$0
Edmonton Baptist Seminary	$3,850	$231	$0	$0	$0
Emmanuel College of Victoria University	$2,460	$341	$3,690	$0	$10,520
Huron College Faculty of Theology	$2,026	$704	$0	$0	$0
Joint Board of Theological Colleges	$1,500	$0	$0	$0	$0
Knox College	$2,460	$371	$2,460	$75	$8,118
Lutheran Theological Seminary (SK)	$1,760	$72	$0	$0	$0
McGill University Faculty of Religious Studies	$1,922	$372	$1,910	$370	$0
McMaster Divinity College	$2,027	$76	$0	$0	$9,000
Newman Theological College	$2,550	$160	$0	$0	$0
Ontario Theological Seminary	$3,803	$232	$0	$0	$0
Providence College and Seminary	$3,720	$100	$0	$0	$0
Queen's College, Newfoundland	$2,000	$60	$0	$0	$0
Queen's Theological College	$1,895	$480	$0	$0	$0
Regent College	$5,850	$338	$0	$0	$0
Regis College	$2,460	$286	$3,740	$50	$0
St. Andrew's College	$1,600	$80	$0	$0	$0
St. Augustine's Seminary of Toronto	$2,460	$120	$0	$0	$0
St. Peter's Seminary	$2,026	$399	$0	$0	$0
St. Stephen's College	$0	$0	$0	$0	$0
Toronto School of Theology	$2,460	$230	$3,690	$230	$9,200
Trinity College Faculty of Divinity	$2,025	$859	$3,690	$45	$8,838
University of St. Michael's College	$2,460	$300	$3,690	$0	$8,118
University of Winnipeg Faculty of Theology	$3,200	$26	$0	$0	$0
Vancouver School of Theology	$2,420	$55	$0	$0	$0
Waterloo Lutheran Seminary	$1,804	$132	$0	$0	$0
Wycliffe College	$2,460	$341	$3,690	$0	$8,118

School Name	Master of Divinity Per Year Tuition	Master of Divinity Per Year Fees	Ph.D./Th.D./S.T.D. Per Year Tuition	Ph.D./Th.D./S.T.D. Per Year Fees	Doctor of Ministry Full Program Tuition & Fees
U.S. Schools in U.S. Dollars					
Alliance Theological Seminary	$6,045	$88	$0	$0	$0
American Baptist Seminary of the West	$6,000	$45	$0	$0	$0
Anderson University School of Theology	$5,160	$20	$0	$0	$0
Andover Newton Theological School	$8,340	$220	$0	$0	$9,736
Aquinas Institute of Theology	$3,390	$90	$0	$0	$10,500
Asbury Theological Seminary	$6,090	$20	$0	$0	$7,138
Ashland Theological Seminary	$4,410	$0	$0	$0	$5,000
Assemblies of God Theological Seminary	$5,550	$26	$0	$0	$0
Associated Mennonite Biblical Seminary	$3,970	$24	$0	$0	$0
Athenaeum of Ohio	$7,200	$350	$0	$0	$0
Austin Presbyterian Theological Seminary	$4,600	$75	$0	$0	$4,350
Azusa Pacific University	$5,400	$46	$0	$0	$0
Bangor Theological Seminary	$6,210	$141	$0	$0	$8,520
Baptist Missionary Association	$1,200	$60	$0	$0	$0
Beeson Divinity School	$5,720	$0	$0	$0	$0
Bethany Theological Seminary	$4,608	$929	$0	$0	$0
Bethel Theological Seminary	$6,360	$115	$0	$0	$6,800
Biblical Theological Seminary	$4,536	$45	$0	$0	$0
Boston University School of Theology	$7,024	$551	$7,024	$551	$8,726
Brite Divinity School	$7,236	$0	$0	$0	$0
Calvin Theological Seminary	$4,626	$0	$6,367	$0	$0
Candler School of Theology	$8,400	$170	$16,600	$170	$8,570
Capital Bible Seminary	$4,806	$60	$0	$0	$0
Catholic Theological Union	$7,632	$108	$0	$0	$6,750
Catholic University of America	$13,184	$340	$13,184	$340	$27,048
Central Baptist Theological Seminary	$3,600	$220	$0	$0	$0
Chicago Theological Seminary	$4,914	$45	$7,731	$45	$5,920
Christ The King Seminary	$4,160	$282	$0	$0	$0
Christian Theological Seminary	$5,190	$90	$0	$0	$15,840
Church Divinity School of the Pacific	$7,100	$830	$0	$0	$0
Church of God School of Theology	$3,630	$1,000	$0	$0	$0
Cincinnati Bible Seminary	$3,850	$0	$0	$0	$0
Claremont School of Theology	$6,500	$130	$7,800	$130	$6,630
Colgate Rochester Divinity School	$6,560	$92	$0	$0	$10,254
Columbia International University	$6,694	$0	$0	$0	$0
Columbia Theological Seminary	$5,445	$0	$1,500	$0	$5,986
Concordia Seminary (MO)	$6,152	$195	$3,150	$195	$10,620
Concordia Theological Seminary (IN)	$9,690	$340	$0	$0	$11,650
Covenant Theological Seminary	$5,014	$90	$0	$0	$5,780
Dallas Theological Seminary	$5,100	$270	$2,520	$162	$6,300
De Sales School of Theology	$4,500	$30	$0	$0	$0
Denver Conservative Baptist Seminary	$5,400	$288	$0	$0	$8,100
Dominican House of Studies	$4,500	$120	$0	$0	$0
Dominican School of Philosophy and Theology	$5,640	$30	$0	$0	$0
Dominican Study Center of Bayamon Central Univ.	$2,200	$40	$0	$0	$0
Drew University Theological School	$8,036	$245	$17,820	$245	$6,185
Duke University Divinity School	$7,420	$356	$10,200	$1,810	$0
Earlham School of Religion	$4,599	$0	$0	$0	$0
Eastern Baptist Theological Seminary	$6,270	$30	$0	$0	$8,000
Eastern Mennonite Seminary	$4,440	$80	$0	$0	$0
Eden Theological Seminary	$6,355	$0	$0	$0	$0

School Name	Master of Divinity Per Year Tuition	Master of Divinity Per Year Fees	Ph.D./Th.D./S.T.D. Per Year Tuition	Ph.D./Th.D./S.T.D. Per Year Fees	Doctor of Ministry Full Program Tuition & Fees
U.S. Schools in U.S. Dollars					
Emmanuel School of Religion	$3,240	$180	$0	$0	$5,174
Episcopal Divinity School	$9,200	$1,275	$0	$0	$11,750
Episcopal Theological Seminary of the Southwest	$7,500	$0	$0	$0	$0
Erskine Theological Seminary	$4,260	$15	$0	$0	$5,040
Evangelical School of Theology	$4,200	$15	$0	$0	$0
Evangelical Seminary of Puerto Rico	$4,050	$2	$0	$0	$0
Franciscan School of Theology	$5,650	$40	$0	$0	$0
Fuller Theological Seminary	$7,512	$112	$7,320	$112	$7,860
Garrett-Evangelical Theological Seminary	$6,840	$0	$15,804	$0	$7,370
(The) General Theological Seminary	$8,500	$1,006	$10,380	$1,336	$0
Golden Gate Baptist Theological Seminary	$2,400	$50	$950	$50	$3,375
Gordon-Conwell Theological Seminary	$7,428	$0	$0	$0	$5,500
Graduate Theological Union	$0	$0	$9,600	$0	$0
Harding University Graduate School of Religion	$3,423	$630	$0	$0	$6,041
Hartford Seminary	$0	$0	$0	$0	$7,585
Harvard University Divinity School	$11,070	$614	$16,790	$614	$0
Holy Cross Greek Orthodox School of Theology	$6,720	$215	$0	$0	$0
Hood Theological Seminary	$2,400	$400	$0	$0	$0
Houston Graduate School of Theology	$5,683	$0	$0	$0	$9,660
Howard University School of Divinity	$8,300	$0	$0	$0	$12,450
Iliff School of Theology	$7,320	$30	$11,100	$0	$0
Immaculate Conception Seminary	$4,851	$186	$0	$0	$0
Interdenominational Theological Center	$4,000	$155	$3,840	$90	$6,030
International School of Theology	$6,400	$90	$0	$0	$0
Jesuit School of Theology at Berkeley	$6,800	$0	$0	$0	$0
Kenrick-Glennon Seminary	$7,290	$80	$0	$0	$0
Lancaster Theological Seminary	$5,330	$173	$0	$0	$6,300
Lexington Theological Seminary	$3,770	$0	$0	$0	$4,125
Liberty Baptist Theological Seminary	$3,600	$300	$0	$0	$5,820
Lincoln Christian Seminary	$3,144	$200	$0	$0	$0
Louisville Presbyterian Theological Seminary	$5,265	$217	$0	$0	$6,630
Luther Seminary	$3,975	$498	$6,100	$498	$5,505
Lutheran School of Theology at Chicago	$3,500	$12	$5,250	$8	$5,400
Lutheran Theological Seminary at Gettysburg	$3,950	$544	$0	$0	$0
Lutheran Theological Seminary at Philadelphia	$4,598	$538	$0	$0	$4,197
Lutheran Theological Southern Seminary	$3,950	$20	$0	$0	$0
Maryknoll School of Theology	$0	$0	$0	$0	$0
McCormick Theological Seminary	$5,055	$105	$0	$0	$8,325
Meadville/Lombard Theological School	$11,800	$155	$0	$0	$11,955
Memphis Theological Seminary	$5,130	$0	$0	$0	$6,300
Mennonite Brethren Biblical Seminary	$5,400	$160	$0	$0	$0
Methodist Theological School in Ohio	$6,867	$0	$0	$0	$0
Midwestern Baptist Theological Seminary	$1,200	$0	$0	$0	$3,600
Moravian Theological Seminary	$3,250	$20	$0	$0	$0
Mount Angel Seminary	$4,000	$0	$0	$0	$0
Mount Saint Mary's Seminary	$6,970	$0	$0	$0	$0
Multnomah Biblical Seminary	$5,890	$0	$0	$0	$0
Nashotah House	$7,750	$0	$0	$0	$0
Nazarene Theological Seminary	$1,590	$47	$0	$0	$3,625
New Brunswick Theological Seminary	$6,733	$130	$0	$0	$0
New Orleans Baptist Theological Seminary	$1,200	$125	$1,250	$125	$3,830
New York Theological Seminary	$4,500	$270	$0	$0	$7,975

School Name	Master of Divinity Per Year Tuition	Master of Divinity Per Year Fees	Ph.D./Th.D./S.T.D. Per Year Tuition	Ph.D./Th.D./S.T.D. Per Year Fees	Doctor of Ministry Full Program Tuition & Fees
U.S. Schools in U.S. Dollars					
North American Baptist Seminary	$5,950	$20	$0	$0	$9,440
North Park Theological Seminary	$5,790	$405	$0	$0	$0
Northern Baptist Theological Seminary	$5,000	$105	$0	$0	$5,250
Notre Dame Seminary	$5,276	$1,040	$0	$0	$0
Oblate College	$4,500	$60	$0	$0	$0
Oblate School of Theology	$5,565	$155	$0	$0	$0
Oral Roberts University School of Theology	$4,800	$212	$0	$0	$5,000
Pacific Lutheran Theological Seminary	$4,400	$0	$0	$0	$0
Pacific School of Religion	$5,800	$0	$0	$0	$5,900
Payne Theological Seminary	$3,000	$0	$0	$0	$0
Perkins School of Theology	$4,516	$1,296	$12,048	$1,532	$6,750
Phillips Graduate Seminary	$6,960	$226	$0	$0	$13,000
Pittsburgh Theological Seminary	$5,832	$24	$0	$0	$6,444
Pontifical College Josephinum	$6,249	$70	$0	$0	$0
Pope John XXIII National Seminary	$11,700	$0	$0	$0	$0
Presbyterian School of Christian Education	$0	$0	$0	$0	$0
Princeton Theological Seminary	$6,000	$835	$6,000	$835	$6,600
Protestant Episcopal Theological Seminary in Va.	$5,100	$610	$0	$0	$4,114
Reformed Presbyterian Theological Seminary	$2,790	$0	$0	$0	$0
Reformed Theological Seminary	$4,350	$85	$0	$0	$4,950
Regent University School of Divinity	$5,775	$133	$0	$0	$0
S.S. Cyril & Methodius Seminary	$4,800	$0	$0	$0	$0
Sacred Heart Major Seminary	$5,000	$30	$0	$0	$0
Sacred Heart School of Theology	$6,500	$250	$0	$0	$0
Saint Charles Borromeo Seminary	$5,500	$0	$0	$0	$0
Saint Francis Seminary	$5,600	$30	$0	$0	$0
Saint Mary Seminary	$5,460	$400	$0	$0	$0
Saint Paul School of Theology	$7,770	$135	$0	$0	$8,458
Saint Paul Seminary School of Divinity	$9,140	$40	$0	$0	$4,565
Saint Vincent Seminary	$8,250	$170	$0	$0	$0
San Francisco Theological Seminary	$5,250	$0	$0	$0	$5,765
Seabury-Western Theological Seminary	$8,040	$50	$0	$0	$10,230
Seattle University Institute for Theological Studies	$10,350	$50	$0	$0	$0
Seminary of the East	$5,610	$0	$0	$0	$0
Seminary of the Immaculate Conception	$5,500	$1,055	$0	$0	$0
Seventh-day Adventist Theological Seminary	$1,176	$102	$9,576	$102	$13,934
Shaw Divinity School	$0	$0	$0	$0	$0
Southeastern Baptist Theological Seminary	$1,467	$100	$0	$0	$3,000
Southern Baptist Theological Seminary	$1,300	$180	$1,300	$180	$2,600
Southwestern Baptist Theological Seminary	$1,600	$228	$1,800	$456	$6,984
St. Bernard's Institute	$6,384	$50	$0	$0	$0
St. John's Seminary (CA)	$7,400	$0	$0	$0	$0
St. John's Seminary (MA)	$4,600	$0	$0	$0	$0
St. John's University School of Theology	$8,855	$70	$0	$0	$0
St. Joseph's Seminary	$2,500	$0	$0	$0	$0
St. Mary's Seminary and University School of Theol.	$7,500	$360	$0	$0	$0
St. Meinrad School of Theology	$2,113	$222	$0	$0	$0
St. atrick's Seminary	$5,750	$250	$0	$0	$0
St. Thomas Theological Seminary	$8,325	$1,215	$0	$0	$0
St. Vincent De Paul Regional Seminary	$6,500	$400	$0	$0	$0
St. Vladimir's Orthodox Theological Seminary	$3,200	$120	$0	$0	$6,425
Starr King School for the Ministry	$5,544	$0	$0	$0	$0

School Name	Master of Divinity Per Year Tuition	Master of Divinity Per Year Fees	Ph.D./Th.D./S.T.D. Per Year Tuition	Ph.D./Th.D./S.T.D. Per Year Fees	Doctor of Ministry Full Program Tuition & Fees
U.S. Schools in U.S. Dollars					
Swedenborg School of Religion	$0	$0	$0	$0	$0
Talbot School of Theology	$8,608	$0	$0	$0	$4,494
Trinity Episcopal School for Ministry	$4,000	$350	$0	$0	$0
Trinity Evangelical Divinity School	$7,170	$48	$9,000	$48	$9,840
Trinity Lutheran Seminary	$5,546	$705	$0	$0	$0
Union Theological Seminary (NY)	$10,350	$963	$14,870	$963	$0
Union Theological Seminary in Virginia	$3,850	$35	$6,600	$50	$5,850
United Theological Seminary (OH)	$6,800	$330	$0	$0	$4,655
United Theological Seminary of the Twin Cities	$5,836	$77	$0	$0	$5,200
University of Chicago Divinity School	$11,970	$987	$16,680	$987	$12,957
University of Dubuque Theological Seminary	$5,300	$110	$0	$0	$0
University of Notre Dame Department of Theology	$15,690	$0	$15,690	$0	$0
University of St. Mary of the Lake	$9,900	$125	$0	$0	$5,500
University of St. Thomas School of Theology	$5,000	$0	$0	$0	$0
University of the South School of Theology	$8,200	$332	$0	$0	$5,425
Vanderbilt University Divinity School	$11,907	$221	$16,920	$197	$13,314
Virginia Union University School of Theology	$3,807	$347	$0	$0	$7,975
Wartburg Theological Seminary	$3,300	$55	$0	$0	$0
Washington Theological Union	$7,500	$60	$0	$0	$0
Wesley Biblical Seminary	$4,050	$60	$0	$0	$0
Wesley Theological Seminary	$7,260	$70	$0	$0	$7,405
Western Evangelical Seminary	$6,480	$95	$0	$0	$0
Western Seminary	$5,400	$0	$0	$0	$5,760
Western Theological Seminary	$4,560	$100	$0	$0	$4,560
Westminster Theological Seminary	$7,560	$20	$0	$0	$0
Westminster Theological Seminary in CA	$4,910	$42	$0	$0	$4,400
Weston Jesuit School of Theology	$6,900	$75	$0	$0	$0
Winebrenner Theological Seminary	$5,026	$24	$0	$0	$0
Yale University Divinity School	$10,350	$45	$0	$0	$0

Table 4.05: Average Tuition Charges

The information for this table is taken from the ATS Annual Report Form, Institutional Characteristics (IC-1).

Table 4.05 reports the average tuition charges for the same three categories as were reported in Table 4.01. The distribution, however, is by the full-time equivalent enrollment (FTE) in each program for six groupings of schools by size. The second distribution is between independent or freestanding schools and those that are an integral part of a university or college. The designation university affiliated is restricted to schools of theology that are an integral part of a larger institution that possesses at least two other professional schools or departments at the graduate level. Charges are reported in U.S. dollars with Canadian dollars converted to U.S. dollars at the conversion rate for the reporting period as of July 1 of each year.

This table is a two-year table with a report of the percentage of change from the previous year. It is interesting to note the higher charges of the university-related schools that frequently follow the university tuition scale. The category of schools over 1,000 FTE includes several of the major Southern Baptist schools with heavily subsidized tuition which accounts for the lower average tuition rates. While a number of schools show an increase in tuition, it is important for the reader to refer back to Tables 1.04 A&B to see the number of schools represented in each size range category. The large percentage increase in the D.Min. tuition for schools in the 1-75 size range is due to more accurate reporting by two schools.

TABLE 4.05

Average Tuition, Fee Charges, and Increases (U.S. Dollars)

PER YEAR TUITION

FTE Enrollment Size	*Master of Divinity* Current 1993	Prior 1992	Percent of Change	*Ph.D/Th.D./S.T.D.* Current 1993	Prior 1992	Percent of Change
1-75	$4,683	$4,531	3.4%	$0	$0	0%
75-150	$5,330	$5,187	2.8%	$5,392	$5,258	2.5%
151-300	$5,968	$5,494	8.6%	$9,422	$8,565	10.0%
301-500	$5,858	$5,846	0.2%	$9,878	$11,408	-13.4%
501-1000	$5,949	$4,999	19.0%	$8,177	$7,000	16.8%
Over1000	$4,538	$3,609	25.7%	$5,054	$3,988	26.7%
By University Relations						
University	$7,164	$7,038	1.8%	$12,598	$11,993	5.0%
Independent	$5,138	$4,820	6.6%	$5,791	$5,830	-0.7%

FULL PROGRAM TUITION

FTE Enrollment Size	*Doctor of Ministry* Current 1993	Prior 1992	Percent of Change
1-75	$8,975	$2,066	334.4%
75-150	$8,572	$6,809	25.9%
151-300	$6,740	$5,483	22.9%
301-500	$7,505	$5,990	25.3%
501-1000	$6,528	$4,778	36.6%
Over1000	$6,821	$6,405	6.5%
By University Relations			
University	$9,295	$6,338	46.7%
Independent	$6,965	$5,703	22.1%

Table 4.08: Revenue and Expenditures Per FTE Student

Data are based on the fall 1993 ATS Annual Report Form, Finance (F-1). Total Revenue: F-1, Part A, Line 9 Subtotal E & G Expenditure: F-1, Part B, Line 14 Total Expenditures: F-1, Part B, Line 18 for the years 1990-1993.

Most comparisons of per-student costs are based on the FTE costs of educational and general expenditures.

Table 4.08 reports both revenue sources and expenditures per FTE student for all students attending ATS member schools for a four-year period. As revenue declined in 1993 so did expenditures. There are three points worth noting:

Each source of revenue and each line item for expenditures is reported with the average amount for the number of schools reporting a non-zero amount for that line. The number of schools reporting is clearly indicated, and varies from year to year.

Please note that the total per student revenue and the subtotal per student educational and general expenditure, together with the total per student expenditure, are likewise based on the number of schools reporting. If the average amount for each line item were based on the total 219 schools reporting, the amount would obviously be less.

Revenue and expenditures are recorded in U.S. dollars. Canadian dollars have been converted to U.S. dollars using the exchange rate as of July 1 of each year. For 1990, $0.8645; for 1991, $0.8753; for 1992, $0.8360; for 1993, $0.7800.

TABLE 4.08

Changes in Financial Data Per Full-Time Equivalent (FTE) Student (U.S. Dollars)

Year financial form sent in : *	1990		1991	
	Number of Schools Reporting Non-Zero Amount	Average Amount	Number of Schools Reporting Non-Zero Amount	Average Amount
REVENUE				
Tuition and Fees	200	$3,729	205	$3,902
Govt. Grants, Contracts, and Appropriations	60	$950	63	$1,052
Gifts and Grants from Religious Org.	172	$3,535	179	$3,973
Gifts and Grants from Individuals	192	$3,467	193	$3,621
Value of Contributed Services	51	$2,477	53	$2,480
Endowment/Investment Income	185	$4,065	187	$3,960
Auxiliary/Ancillary Enterprises	161	$2,425	169	$2,527
Other Sources	187	$928	192	$1,168
Total Revenue	**200**	**$17,594**	**205**	**$18,533**
EXPENDITURES				
Education and General:				
Instruction and Net Academic Support	200	$6,210	205	$6,357
Research	33	$581	29	$794
Public Service	48	$433	49	$374
Library	185	$1,325	193	$1,357
Student Services	160	$622	170	$748
Admissions	121	$531	129	$511
Inst. Support/Admin. & General	191	$4,034	199	$4,308
Op. & Maintenance of Plant	192	$2,013	199	$2,167
Scholarships and Fellowships	171	$1,737	178	$1,798
Mandatory Transfers	55	$601	60	$974
SubTotal: Education and General	200	$15,895	205	$16,886
Auxiliary/Ancillary Enterprises	157	$2,216	160	$2,370
Total Expenditures	**200**	**$17,632**	**205**	**$18,736**

*The FTE devisor is calculated from the previous year's FTE data.

TABLE 4.08

Changes in Financial Data Per Full-Time Equivalent (FTE) Student (U.S. Dollars)

Year financial form sent in : *	1992		1993	
	Number of Schools Reporting Non-Zero Amount	Average Amount	Number of Schools Reporting Non-Zero Amount	Average Amount
REVENUE				
Tuition and Fees	207	$4,543	213	$4,719
Govt. Grants, Contracts, and Appropriations	62	$1,159	66	$986
Gifts and Grants from Religious Org.	183	$4,480	182	$4,238
Gifts and Grants from Individuals	198	$3,954	206	$3,838
Value of Contributed Services	52	$3,206	56	$2,693
Endowment/Investment Income	189	$3,700	198	$3,539
Auxiliary/Ancillary Enterprises	172	$2,757	173	$2,736
Other Sources	188	$1,295	194	$1,061
Total Revenue	**207**	**$20,284**	**213**	**$19,538**
EXPENDITURES				
Education and General:				
Instruction and Net Academic Support	207	$6,897	213	$6,675
Research	34	$865	33	$713
Public Service	46	$452	54	$340
Library	196	$1,554	204	$1,484
Student Services	171	$961	174	$842
Admissions	137	$703	147	$630
Inst. Support/Admin. & General	202	$4,827	210	$4,398
Op. & Maintenance of Plant	201	$2,295	207	$2,191
Scholarships and Fellowships	186	$1,929	189	$1,999
Mandatory Transfers	59	$609	58	$759
SubTotal: Education and General	207	$18,700	213	$17,834
Auxiliary/Ancillary Enterprises	164	$2,352	167	$2,240
Total Expenditures	**207**	**$20,563**	**213**	**$19,590**

*The FTE devisor is calculated from the previous year's FTE data.

Table 4.10: Revenue Sources Expressed as a Percentage of Total Revenue—All Schools

The source of data for this table is the same as for Table 4.08.

Table 4.10 provides a distribution of revenue for each line item as a percentage of total revenue. The percentage for each line item is based on all ATS member schools. Data are recorded for five years, that is for the fiscal years: 1988-89, 1989-90, 1990-91, 1991-92, and 1992-1993. Percentages given in this table can easily be converted to dollars by multiplying the total per FTE student revenue from Table 4.08 by the percentage in each line item. Consistent with other studies, Tuition costs are rising while Gifts and Grants from Religious Organizations and Endowment/Investment Income are declining. As a result, more and more effort is made in seeking other resources, such as Gifts and Grants from Individuals.

QUESTIONS TO CONSIDER

1. *What is the percentage ratio of tuition and fees to the total revenue? How does it compare to peer institutions? How tuition driven is your school?*
2. *What is the percentage ratio of gifts and grants from religious organizations to the total revenue? How does it compare to peer institutions?*
3. *Are gifts and grants from religious organizations increasing or decreasing?*
4. *Are there strategies in place to enhance these relationships?*
5. *What is the percentage ratio of gifts and grants from individuals to the total revenue? How does it compare to peer institutions?*
6. *Is there an overall development strategy to increase gifts and grants from individuals?*
7. *What percent of the total revenue is attributed to endowment support?*
8. *What is the percent of endowment support to current operations?*
9. *What is your school's spending policy?*
10. *What is the percentage ratio of auxiliary/ancillary enterprises to the total revenue? How does it compare to peer institutions?*
11. *Are your school's auxiliary services making or losing money? How can your school make these services more profitable?*
12. *How do you evaluate other revenue sources? Have you been able to identify new sources?*

TABLE 4.10

Revenue Sources Expressed as a Percentage of Total Revenue - All Schools

YEAR FINANCIAL FORM SENT IN :	1989	1990	1991	1992	1993
REVENUE					
Tuition and Fees	24.1%	24.5%	24.6%	26.4%	28.0%
Govt. Grants, Contracts, and Appropriations	1.2%	1.1%	1.1%	1.2%	1.1%
Gifts and Grants from Religious Org.	17.7%	17.3%	16.9%	16.1%	14.5%
Gifts and Grants from Individuals	17.2%	17.5%	16.9%	17.9%	19.0%
Value of Contributed Services	2.1%	1.8%	1.7%	1.6%	1.6%
Endowment/Investment Income	20.1%	20.0%	20.8%	18.6%	18.7%
Auxiliary/Ancillary Enterprises	12.5%	12.2%	12.3%	12.3%	12.3%
Other Sources	5.1%	5.6%	5.7%	5.9%	4.8%

Table 4.14:
Revenue Sources as a Percentage of Total Revenue—Roman Catholic and Non-Roman Catholic Schools

The source of the data for this table is the same as for Table 4.08

Table 4.14 provides a separate distribution of revenue sources for Roman Catholic theological seminaries and for non-Roman Catholic schools. The separate tables reflect the average higher percentage of contributed services in the Roman Catholic schools and lower percentage of endowment income. Contributed Services are often referred to as "living endowment." It is interesting to note that Contributed Services plus Endowment in the Roman Catholic schools comes to almost the same percentage of revenue as endowment income in the other theological schools. Subsetting the two groups shows more clearly the decline in Gifts and Grants from Religious Organizations to non-Roman Catholic schools and the need to balance that with an increase in Gifts and Grants from Individuals.

Table 4.15:
Revenue Sources Expressed as a Percentage of Total Revenue Non/Interdenominational and Denominational Schools

In Table 4.15, differences are more dramatically represented in the subsetting of non/interdenominational schools and denominational schools. As expected, non/interdenominational schools were considerably more dependent on tuition and fees and on grants from individuals.

TABLE 4.14

Revenue Sources Expressed as a Percentage of Total Revenue
Roman Catholic and Non-Roman Catholic Schools

REVENUE	Roman Catholic	Non-Roman Catholic
Tuition and Fees	29.4%	27.7%
Govt. Grants, Contracts, and Appropriations	1.3%	1.1%
Gifts and Grants from Religious Org.	19.0%	13.7%
Gifts and Grants from Individuals	14.2%	19.7%
Value of Contributed Services	10.0%	0.3%
Endowment/Investment Income	8.9%	20.3%
Auxiliary/Ancillary Enterprises	13.1%	12.2%
Other Sources	4.0%	4.9%

TABLE 4.15

Revenue Sources Expressed as a Percentage of Total Revenue
Non/Interdenominational and Denominational Schools

REVENUE	Non/Inter Denomin.	Denom-inational
Tuition and Fees	37.7%	25.0%
Govt. Grants, Contracts, and Appropriations	1.5%	1.0%
Gifts and Grants from Religious Org.	2.4%	18.1%
Gifts and Grants from Individuals	22.6%	17.9%
Value of Contributed Services	0.6%	1.9%
Endowment/Investment Income	15.4%	19.7%
Auxiliary/Ancillary Enterprises	12.7%	12.2%
Other Sources	7.0%	4.2%

Table 4.23: Expenditure Sources as a Percentage of Total Expenditures—All Schools

Data are calculated from the Finance (F-1) Section of the ATS Annual Report Forms, Part B for the academic years 1990-91, 1991-92, and 1992-93, as reported in the fall of 1991, 1992, and 1993. Canadian dollars have been converted to U.S. dollars.

Table 4.23 provides a distribution of expenditure sources as a percentage of total expenditures. The expenditures include mandatory transfers in the Total Education, General, and Auxiliary Enterprise Expenditure categories. The data are presented for the five fiscal years of 1988-89, 1989-90, 1990-91, 1991-92, 1992-93 for the sake of comparison. As noted in the table, very little shift has occurred over time. As Education and General costs have risen, less is spent on Auxiliary/Ancillary Enterprises. To find dollar amounts, convert the percentage by multiplying the total per FTE student expenditures from Table 4.08 by the percentage in each line item.

QUESTIONS TO CONSIDER

1. *What is the percentage ratio of instruction and net academic support to current funding expenditures? How does this compare to peer institutions?*
2. *Is this amount increasing or decreasing? Is it adequate?*
3. *If additional resources were available, how would they be spent?*
4. *What is the ratio of tuition fees to scholarship aid? Has this shifted over time?*

Table 4.24: Expenditure Sources as a Percentage of Total Expenditures—Roman Catholic and Non-Roman Catholic Schools

This table is based on the same data as Table 4.23, elaborating on data for the fiscal year 1992-93 as reported in the fall of 1993.

Table 4.24 offers a comparison of Roman Catholic and non-Roman Catholic schools. The table reflects higher proportionate costs in Roman Catholic schools for plant operations. With smaller enrollments and larger residential facilities, the operating costs for these schools tend to be higher. Costs for student services are also higher for Roman Catholic schools and reflect the more intensive formation programs. Reduced Scholarship/Fellowship grants for Roman Catholic schools often reflect contributions by an order or diocese for a seminarian's education. Instructional/Academic Support, Institutional Support/Administration, and Plant expenses consume the largest proportion of an institution's resources.

TABLE 4.23

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers

YEAR FINANCIAL FORM SENT IN :	1989	1990	1991	1992	1993
EXPENDITURES					
Education and General:					
Instruction and Net Academic Support	33.5%	35.0%	34.3%	34.1%	33.8%
Research	0.3%	0.4%	0.5%	0.6%	0.5%
Public Service	1.0%	1.0%	0.7%	0.7%	0.8%
Library	6.5%	6.3%	6.3%	6.3%	6.2%
Student Services	2.9%	3.0%	3.3%	3.4%	3.4%
Admissions	1.7%	1.8%	1.9%	2.1%	2.4%
Inst. Support/Admin. & General	21.3%	20.5%	20.7%	21.0%	20.9%
Operation & Maintenance of Plant	10.0%	9.6%	9.9%	9.7%	9.8%
Scholarships and Fellowships	9.7%	10.0%	10.1%	10.4%	11.0%
Mandatory Transfers	1.1%	0.9%	1.1%	0.6%	0.6%
Subtotal: Education and General	88.1%	88.6%	88.7%	88.9%	89.4%
Auxiliary/Ancillary Enterprises	11.9%	11.4%	11.3%	11.1%	10.6%

TABLE 4.24

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - Roman Catholic and Non-Roman Catholic Schools

EXPENDITURES	Roman Catholic	Non-Roman Catholic
Education and General:		
Instruction and Net Academic Support	32.7%	34.0%
Research	0.3%	0.6%
Public Service	0.2%	0.9%
Library	7.0%	6.1%
Student Services	4.9%	3.1%
Admissions	1.2%	2.5%
Inst. Support/Admin. & General	20.5%	21.0%
Operation & Maintenance of Plant	15.4%	8.9%
Scholarships and Fellowships	5.0%	12.0%
Mandatory Transfers	0.8%	0.6%
Subtotal: Education and General	87.8%	89.7%
Auxiliary/Ancillary Enterprises	12.2%	10.3%

Table 4.25: Expenditure Sources as a Percentage of Total Expenditures and Mandatory Transfers—Non/Interdenominational and Denominational Schools

In Table 4.25, the breakout of non/interdenominational schools and denominational schools reveals fewer differences than those in Table 4.24. Non/Interdenominational schools spend less on Instruction/Academic Support and more on Institutional Support/Administration. They also spend more on Scholarship Aid.

QUESTIONS TO CONSIDER

1. *What is the percentage ratio of institutional support/administration to total current expenditures? How does this compare to peer institutions?*
2. *Have student services costs gone up over time? What has contributed to those costs?*
3. *How have part-time students affected this line item?*
4. *Does your school have an understanding of its deferred maintenance needs?*
5. *What are the reasons for deferred maintenance?*
6. *What plans are there to deal with deferred maintenance?*
7. *What funding plans are in place to deal adequately with long-term maintenance requirements and upkeep?*

Graph 4.25

Graph 4.25 looks at the relationship between Tuition and Fees on the revenue side and Scholarships and Fellowships on the expenditure side. While Table 4.25 combines Roman Catholics with other denominations, Graph 4.25 breaks the ratio analysis into three groupings. This further breakdown is done because Roman Catholic schools are more likely to get Scholarships and Fellowships from other sources than the school itself.

TABLE 4.25

Expenditure Sources Expressed as a Percentage of Total Expenditures and Mandatory Transfers - Non/Interdenominational and Denominational Schools

EXPENDITURES	Non/Inter-denominational	Denominational
Education and General:		
Instruction and Net Academic Support	30.2%	35.0%
Research	1.5%	0.3%
Public Service	2.1%	0.4%
Library	5.2%	6.6%
Student Services	3.4%	3.3%
Admissions	2.5%	2.3%
Inst. Support/Admin. & General	22.3%	20.5%
Operation & Maintenance of Plant	9.3%	9.9%
Scholarships and Fellowships	13.2%	10.3%
Mandatory Transfers	1.3%	0.4%
Subtotal: Education and General	90.9%	88.9%
Auxiliary/Ancillary Enterprises	9.1%	11.1%

GRAPH 4.25

Ratio of Tuition and Fees to Total Revenue and Scholarships and Fellowships to Total Expenditures

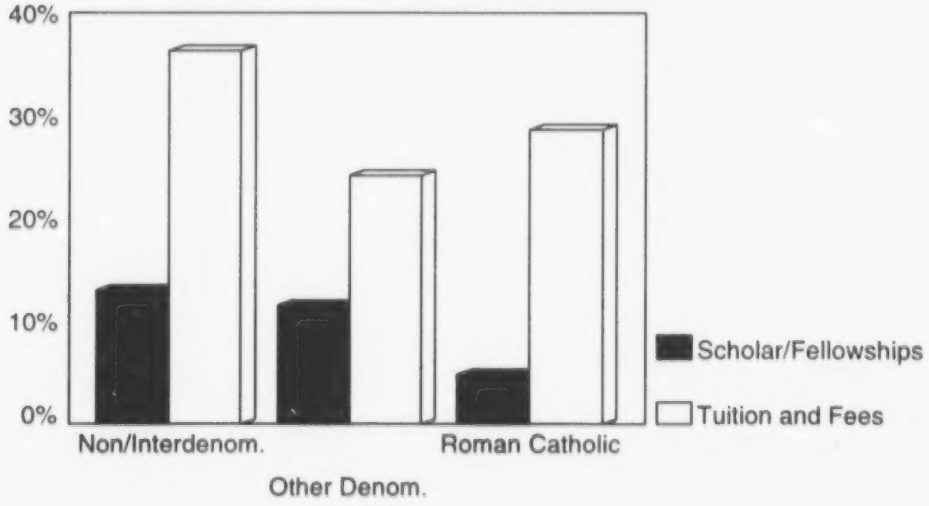

Table 4.26: Average Educational and General Expenditures Per FTE Student

Per student costs are based on the school costs as reported in the ATS Annual Report Forms, in the section on Finance (F-1), Section B, Current Fund Expenditures, Line 14, for the 1991-92 and 1992-93 fiscal years.

Table 4.26 provides the average educational and general expenditures per FTE student. It includes mandatory transfers from the current fund, but it does not include auxiliary enterprises. The listing is important in that it describes Canadian costs in Canadian dollars, as well as U.S. costs in U.S. dollars. It also distributes costs: (a) according to six groups based on the size of FTE enrollments; (b) according to whether the school is university/college affiliated or independent; and (c) by Roman Catholic and non-Roman Catholic schools. Since financial data are based on the previous year's audit (1992), the FTE count is also based on that year. The appearance then of 10 categories showing a decline in cost per FTE can be explained by an increase in FTE students by 4,047 while general expenditures remained relatively stable. Whenever there is a change in the number of member schools, a more careful assessment of data must be made.

QUESTIONS TO CONSIDER

1. *What are total expenditures per student? How do they compare to peer institutions?*
2. *Are these costs increasing/decreasing? What are the reasons for the change?*
3. *What overall strategic plan is in place to deal with rising costs?*

TABLE 4.26

Average Educational and General (E&G) Expenditures Per FTE Student

	1992	1993
Canadian Schools and Dollars		
By FTE Enrollment		
Under 75	$16,863	$18,755
75 - 150	$17,419	$17,860
151 - 300	$12,192	$10,133
301 - 500	$8,984	$11,156
501 - 1000	$0	$0
Over 1000	$0	$0
By University Relation		
University	$18,816	$22,798
Independent	$14,843	$13,811
By Roman Catholic/Non-R.C.		
Roman Catholic	$15,319	$15,700
Non-Roman Catholic	$15,182	$14,198

	1992	1993
U.S. Schools and Dollars		
By FTE Enrollment		
Under 75	$23,468	$21,167
75 - 150	$19,773	$18,865
151 - 300	$16,840	$16,461
301 - 500	$13,306	$11,674
501 - 1000	$13,255	$13,763
Over 1000	$7,379	$8,162
By University Relation		
University	$14,333	$15,352
Independent	$13,975	$13,559
By Roman Catholic/Non-R.C.		
Roman Catholic	$17,574	$17,230
Non-Roman Catholic	$13,592	$13,438

GRAPH 4.26-1 CANADA

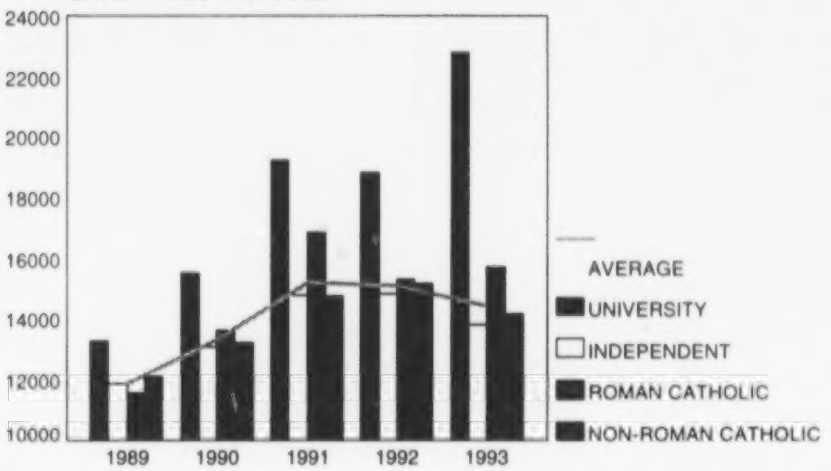

Table 4.28:
Trends in Total Financial Data—All Schools

This table represents financial data as reported in the fall of 1991, 1992, and 1993 for the prior fiscal years.

Table 4.28 includes all member schools, with Canadian dollars converted to U.S. dollars as of the rate July 1 of the reporting year.

Schools monitor the growth of revenue and expenditures by comparison with the Consumer Price Index (CPI) for the reporting year. A continuing increased focus on financial planning and fund raising is evident in reports from member schools both in the U.S. and Canada. The reporting of accurate financial data is a difficult task. Each school has its own process of accounting, and reporting across school lines is not always consistent. Although there is some improvement in 1993, the data support other studies that indicate a continued concern about deficit spending.

Non-Mandatory Transfers have not been included in total revenues and total expenditures since ATS stopped requesting the reporting of this figure in 1990-91.

GRAPH 4.26-2 U.S.

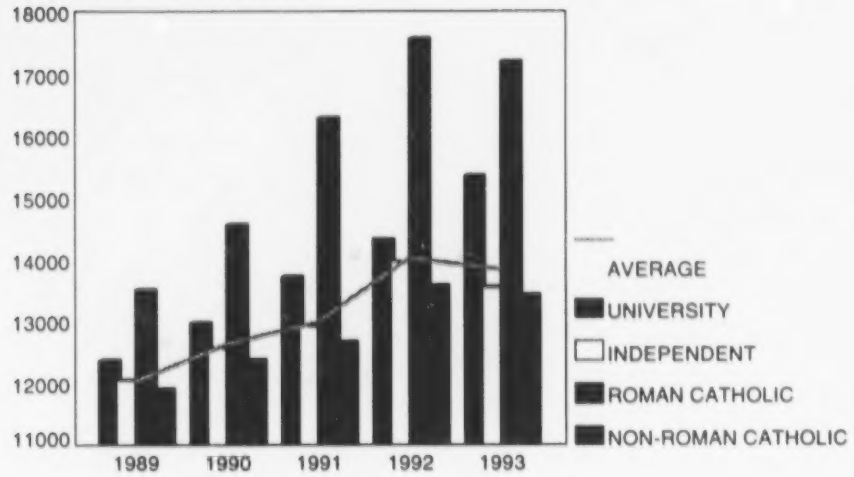

TABLE 4.28

Trends in Total Financial Data (U.S. Dollars in Thousands)

Year Finance Form Sent In	Total Revenues	Total Expenditures	Surplus/ Deficit
1989	565,179	560,663	4,516
1990	622,842	620,736	2,105
1991	668,819	662,029	6,789
1992	700,176	703,916	-3,739
1993	734,048	735,156	-1,107

Table 4.29: Ratio of Surplus or (Deficit) to Total Revenues— All Schools

This table uses the same data as Table 4.28.

Table 4.29, like Table 4.28, excludes non-mandatory transfers from the calculation of total current fund expenditures. This exclusion improves the situation of the school in that it lowers the reported expenditures and thus reduces any overall deficit. In this way the school is not penalized for voluntary transfers from its current fund. The table includes all member schools. The table distributes the ratio of surplus or (deficit) to total revenues on a percentile scale so that the median represents a point where half of the institutions are above and the other half below the median ratio.

QUESTIONS TO CONSIDER

1. *What is your school's operating surplus or deficit? How does it compare to peer institutions?*
2. *What are the reasons for this surplus or deficit?*
3. *What is your school planning to do with excess funds?*
4. *What strategies are in place to deal with any deficit?*

Table 4.30: Ratio of Net Educational and General (E&G) Surplus or (Deficit) to Total Revenues—All Schools

The data for this table are taken from Parts A and B of the Finance section (F-1) of the ATS Annual Report Forms for the fall of 1991, 1992, and 1993, based on the figures for the previous fiscal years.

Table 4.30 reports the ratio of the net E&G surplus or deficit expenditures to total revenues. This is the most commonly used basis for evaluating the overall health of an institution, together with the level and adequacy of support in relation to its programs. It probably reflects best the fiscal health of the institution. The table distributes the ratios on a percentile scale. The calculation of net educational and general revenue and expenditures does not include auxiliary enterprise revenue or expenditures.

QUESTIONS TO CONSIDER

1. *Is current fund balance increasing or decreasing?*
2. *Is current fund balance adequate?*
3. *Who sets the policy for budget limitations?*
4. *What is the assets to liability ratio?*
5. *What plans are in place to deal with any debt?*

TABLE 4.29

Ratio of Surplus or Deficit to Total Revenues

Year	Minimum	Percentile 10th	20th	30th	40th	50th	60th	70th	80th	90th	Maximum
1989	(94.08)%	(24.47)%	(13.61)%	(7.70)%	(2.63)%	0.00%	1.95%	4.66%	7.23%	11.63%	35.10%
1990	(125.26)%	(21.50)%	(9.43)%	(4.65)%	(2.18)%	0.00%	1.11%	3.14%	6.27%	11.58%	52.39%
1991	(105.37)%	(26.72)%	(11.42)%	(5.85)%	(1.12)%	0.00%	0.95%	3.13%	5.63%	10.64%	63.22%
1992	(105.37)%	(19.87)%	(9.86)%	(4.70)%	(1.98)%	0.00%	0.72%	2.69%	5.72%	12.66%	49.71%
1993	(122.95)%	(20.30)%	(12.45)%	(4.49)%	(1.75)%	0.00%	1.13%	3.55%	6.10%	14.68%	51.55%

TABLE 4.30

Ratio of Net Educational and General Surplus or (Deficit) to Total Revenues

Year	Minimum	Percentile 10th	20th	30th	40th	50th	60th	70th	80th	90th	Maximum
1990	(120.92)%	(16.21)%	(1.37)%	1.33%	4.69%	8.42%	11.73%	14.73%	20.46%	25.78%	52.90%
1991	(95.91)%	(16.69)%	(2.72)%	0.84%	3.94%	7.24%	11.35%	15.23%	18.67%	25.07%	64.05%
1992	(96.23)%	(11.43)%	(2.87)%	0.42%	3.49%	7.01%	10.63%	14.22%	19.29%	24.83%	49.71%
1993	(122.95)%	(14.17)%	(5.29)%	0.21%	4.46%	8.66%	11.86%	15.72%	20.04%	24.71%	52.60%

Table 4.33: Endowment Assets in U.S. Thousands at Market Value—All Schools

Data are taken from Part F of the Finance section (F-1) of the ATS Annual Report Forms.

Table 4.33 offers a distribution in real numbers of the market value of endowment funds for the end of the fiscal year for all schools. The table includes only the schools that reported endowment for the given years. With an increased number of schools reporting an increase in each percentage level, one can be encouraged that schools are giving more attention to the importance of endowment funds.

QUESTIONS TO CONSIDER

1. *What is the size of your school's endowment?*
2. *How does it compare with other schools? (See Table 1.01)*
3. *What is the overall strategy to build the endowment?*
4. *What is the total return on the endowment?*
5. *Does the yield go back into the endowment?*
6. *Are there goals for growth in the endowment's market value?*

TABLE 4.33

Distribution of Endowment Assets (in U.S. Thousands) Market Value

Year	# of Schools	Minimum	Percentile 10th	20th	30th	40th	50th	60th	70th	80th	90th	Maximum
1990	167	$23	$327	$864	$1,326	$2,503	$4,425	$5,667	$7,731	$16,741	$33,020	$378,967
1991	170	$22	$342	$961	$1,479	$2,906	$4,466	$5,793	$7,929	$16,428	$34,777	$377,717
1992	180	$16	$257	$934	$1,467	$2,459	$4,162	$5,987	$7,682	$15,516	$38,369	$426,352
1993	181	$15	$340	$1,175	$1,772	$2,759	$4,651	$6,538	$9,078	$18,096	$40,458	$465,581

Chapter V
Development

Introduction

This is the first time that development data have been included in an ATS *Fact Book*. *Seminary Development News*, published by the ATS Development and Institutional Advancement Program (DIAP), publishes statistical information about development. In addition, the Council for Aid to Education, Inc. (CFAE), an organization that also collects development information from many of the ATS schools, publishes *Voluntary Support of Education*, in which it lists the vital statistics for schools reporting data. Those seeking comparative data over time are encouraged to use these resources.

This chapter consists of eight tables related to the sources and purposes of giving. The data is displayed by denomination and school type for more selective analysis. As denominational and other traditional sources of support decline, as market return on endowments decrease, and as more part-time students enter seminaries expecting the same support services as full-time students, institutions are under increasing pressure to strengthen their development efforts and to diversify their funding sources.

QUESTIONS TO CONSIDER

1. *How diversified are your school's sources of support?*
2. *Is your school overly dependent on relatively few sources?*
3. *Has your school sought other avenues of support?*
4. *Are there sources of giving that provide new opportunities for financial support?*
5. *How does your school's development data compare with peer institutions?*

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Table 5.01: Total Giving by Source

Information from this table is taken from Part III of the Development Survey (D-1) of the ATS 1993 Annual Report Forms.

Table 5.01 reports total giving by eight categories and indicates its designation to operation or capital. Percentages are given to determine the balance of distribution. Schools are heavily dependent (66.1%) on organizations for their ongoing operational support. With decreasing donations from religious organizations, development officers will need to explore corporate giving in far greater detail than they have in the past. Individuals, both alumni/ae and others, have historically contributed significantly (70.2%) to capital projects. Much more attention will need to be given to encourage such support for general operations. Readers are invited to compare their own percentage distribution to the aggregate of ATS schools.

Table 5.02: Sources of Gifts by Type of School

Table 5.02 displays the same information as Table 5.01 but breaks it out by type of school. As expected, Protestant denominational schools receive the highest contribution from religious organizations while inter/nondenominational schools show their highest contributions to be from individuals.

QUESTIONS TO CONSIDER

1. *Does your school show a balanced giving structure? How does it compare with peer institutions?*
2. *Does your school have a concise development strategy?*
3. *What proportion of your living alumni contribute to the annual fund?*
4. *What is the level of contribution of board members? What role have they played in fund raising efforts?*
5. *What are the components of other giving?*
6. *Has your school received new support beyond the traditional sources of giving?*
7. *How does the giving to capital campaigns affect other giving areas?*

TABLE 5.01

Total Giving by Source (in US$ Thousands)

	Operational Gifts		Capital Gifts	
	$ Amount	% of Total	$ Amount	% of Total
Individuals				
Alumni/ae	13822.4	6.1%	8758.9	8.6%
Others	62756.4	27.8%	63699.0	62.6%
Subtotal - Individuals	**76578.8**	**33.9%**	**71515.3**	**70.2%**
Organizations				
Foundations	28855.5	12.8%	17410.9	17.1%
Corporations	10471.5	4.6%	2488.7	2.4%
Religious Organizations	101762.1	45.1%	0.0	0.0%
Consortia	2693.2	1.2%	710.8	0.7%
Other	5501.7	2.4%	8734.2	8.6%
Subtotal - Organizations	**149283.9**	**66.1%**	**29344.6**	**28.8%**
TOTAL	**225862.7**		**100859.9**	

Number of Respondents: 205

TABLE 5.02

Sources of Gifts by Type of School (in US$ Thousands)

		Roman Catholic		Other Denominational		Inter/Nondenominational	
		Operational	Capital	Operational	Capital	Operational	Capital
Alumni/ae							
	Avg	58.7	30.4	67.2	46.8	80.1	45.9
	Median	7.0	0.0	45.6	9.4	32.2	1.9
Other Individuals							
	Avg	238.7	123.3	289.4	392.0	453.6	295.1
	Median	86.3	10.1	179.5	173.2	194.0	57.7
Foundations							
	Avg	54.0	19.6	121.3	54.1	323.8	276.7
	Median	6.4	0.0	34.2	0.0	140.3	0.5
Corporations							
	Avg	35.8	6.2	47.6	16.3	83.4	6.4
	Median	2.8	0.0	13.0	0.7	12.7	0.0
Religious Orgs.							
	Avg	336.0	41.3	671.2	30.6	132.1	11.6
	Median	65.0	0.0	336.1	5.5	69.6	0.0
Consortia							
	Avg	3.9	4.6	15.9	2.1	16.6	6.4
	Median	0.0	0.0	0.0	0.0	0.0	0.0
Other Orgs.							
	Avg	19.8	1.0	25.4	6.1	41.2	51.0
	Median	0.0	0.0	0.0	0.0	0.0	0.0

Roman Catholic Reporting: 49
Other Denominational Reporting: 120
Inter/Nondenominational Reporting: 36

Table 5.03: Sources of Gifts by University Relationship of School

Table 5.03 displays the same information as Table 5.01 but by university relationship of school. Development programs of schools integrally related to a university are vastly different from freestanding institutions. Such programs are also very different among university divinity schools; some have separate development campaigns, others are related to the university as a whole. Because there are only 25 university divinity schools reporting, comparisons are somewhat difficult. It is interesting to note, however, that university divinity schools receive higher amounts from foundations and religious organizations than do freestanding schools. Higher foundation support may be a result of greater name recognition in the community; higher support from religious organizations may be a result of the fact that nondenominational schools are included in the category of freestanding. Questions similar to those asked in relation to Table 5.02 may be asked again in this context.

TABLE 5.03

Sources of Gifts by University Relationship of School
(in US$ Thousands)

		Integral to University		Independent/Freestanding	
		Operational	Capital	Operational	Capital
Alumni/ae					
	Avg	117.0	89.5	60.5	36.2
	Median	45.3	5.1	31.4	4.0
Other Individuals					
	Avg	151.7	189.1	327.6	327.6
	Median	76.1	52.6	177.5	103.5
Foundations					
	Avg	235.6	46.2	127.6	90.3
	Median	60.0	0.9	33.0	0.0
Corporations					
	Avg	43.1	16.2	52.2	11.6
	Median	7.2	0.1	11.1	0.0
Religious Orgs.					
	Avg	632.8	31.7	477.5	29.6
	Median	147.2	3.7	225.0	1.6
Consortia					
	Avg	6.0	9.1	14.1	2.7
	Median	0.0	0.0	0.0	0.0
Other Orgs.					
	Avg	7.1	12.5	29.6	12.8
	Median	0.2	0.0	0.0	0.0

Integral to University Reporting:	25
Independent/Freestanding Reporting:	180

Table 5.04: Purposes of Operational Gifts

Purposes of Capital Gifts

Information for this table is taken from Part IV of the Development Survey (D-1) of the ATS 1993 Annual Report Forms.

Table 5.04 reflects the purposes of the gifts. Income figures are based on gifts received for the reporting fiscal year in all categories. It is encouraging to see that 72.6% of all operational gifts are unrestricted. This gives an institution more flexibility in determining how resources are to be spent in fulfilling its mission. Most often, restricted gifts are given for student aid except for those occasions when they are given in response to requests for such projects as an endowed chair or a new building. To a lesser degree, restricted operational gifts are given by donors who wish to support a particular project or to create a new program. As expected, the higher percentage of capital gifts are given to restricted endowments to maintain the viability of an institution over time.

TABLE 5.04

Purposes of Operational Gifts
(in US$ Thousands)

	Amount	Percent
Unrestricted	164074.0	72.6%
Restricted		
Academic Division	7718.2	3.4%
Faculty & Staff Compen.	2643.9	1.2%
Research	4442.0	2.0%
Public Service & Extension	1434.8	0.6%
Library	1429.9	0.6%
O&M/Physical Plant	3713.1	1.6%
Student Financial Aid	21451.0	9.5%
Other Restricted	18956.0	8.4%
Subtotal Restricted	**61788.8**	**27.4%**
TOTAL	**225862.8**	

Purposes of Capital Gifts
(in US$ Thousands)

	Amount	Percent
Property, Building & Equipment	26886.1	26.4%
Endowment and Similar Funds		
Unrestricted	16884.9	16.6%
Restricted	57722.5	56.7%
Loans	309.0	0.3%
TOTAL	**101802.6**	

Table 5.05: Purposes of Gifts for Current Operations by Type of School

Tables 5.05 displays the same information as the first section of Table 5.04 but by type of school: Roman Catholic, Other Denominational, or Inter/Nondenominational. Roman Catholic schools are unique in their structural arrangements. Diocesan seminaries will show higher uses of gifts for Operation and Maintenance of Physical Plant and lower uses for Student Financial Aid. This is because these schools often have large physical plants and resources for student aid come directly from the diocese.

Those institutions with ties to a particular denomination receive the highest amount of unrestricted gifts and therefore have a greater capacity to control how resources are spent. Inter/nondenominational schools are much more dependent on individual gifts and tuition, and therefore it is expected that a higher proportion of their gifts will be used for Student Financial Aid. It is hoped that such a breakdown makes it possible to make closer peer comparisons.

QUESTIONS TO CONSIDER

1. *What percent of your school's gifts are in the restricted category?*
2. *How does your school's distribution between unrestricted and restricted giving compare with peer institutions?*
3. *Is restricted giving increasing or decreasing?*
4. *Is the balance between unrestricted and restricted intentional?*
5. *Is there consideration being given to increase unrestricted giving?*

TABLE 5.05

Purposes of Gifts for Current Operations by Category of School (in US$ Thousands)

		Roman Catholic	Other Denominational	Inter/Nondenominational
Unrestricted				
	Avg	553.6	936.3	683.1
	Median	243.8	556.2	371.0
Academic Divisions				
	Avg	18.4	42.9	46.4
	Median	0.0	0.0	0.0
Faculty & Staff				
	Avg	22.7	7.8	16.7
	Median	0.0	0.0	0.0
Research				
	Avg	6.4	15.1	64.2
	Median	0.0	0.0	0.0
Public Services				
	Avg	12.1	5.3	5.7
	Median	0.0	0.0	0.0
Library				
	Avg	6.8	7.7	4.8
	Median	0.0	0.0	0.2
Operation & Maintenance of Physical Plant				
	Avg	49.0	7.8	10.6
	Median	0.0	0.0	0.0
Student Financial Aid				
	Avg	33.0	122.9	141.4
	Median	2.5	30.9	47.6
Other Restricted				
	Avg	44.9	92.2	158.0
	Median	0.0	18.3	56.5
Roman Catholic Reporting:		49		
Other Denominational Reporting:		120		
Inter/Nondenominational Reporting:		36		

Table 5.06:
Gifts for Capital Purposes by Type of School

Table 5.06 displays the same information as the second section of Table 5.04 but by type of school. A good example of the distinctions among these types of schools is evident in the category Restricted Endowment. Because of their unique relationship to a diocese or religious order, the Roman Catholic schools show the lowest amount of capital gifts for Restricted Endowments. It is most likely that income for such purposes is incorporated in diocesan or religious order holdings as a whole. Inter/nondenominational schools are more dependent on income from Restricted Endowments because they do not have any leverage of appeal to an external denominational base in time of crisis. Although such comparisons can never be exact because of the wide differences in the number of schools reporting, it is interesting to observe how different patterns take shape.

TABLE 5.06

Gifts for Capital Purposes by Category of School (in US$ Thousands)

		Roman Catholic	Other Denominational	Inter/Nondenominational
Property, Buildings & Equipment	Avg	91.3	136.9	166.3
	Median	0.0	7.9	0.6
Endowment & Similar Funds				
Unrestricted	Avg	66.3	101.2	41.6
	Median	0.0	2.0	0.0
Restricted	Avg	68.4	307.9	483.9
	Median	0.0	104.8	35.9
Loan Funds	Avg	0.5	2.0	1.2
	Median	0.0	0.0	0.0

Roman Catholic Reporting:	49
Other Denominational Reporting:	120
Inter/Nondenominational Reporting:	36

Table 5.07: Purposes of Gifts for Current Operations by University Relationship

Table 5.07 displays information found in the first section of Table 5.04 by university relationship. As indicated in Table 5.03, university divinity schools differ greatly in both their manner of soliciting funds and their process of disbursement. Tables in this chapter are broken out in several different ways in order to observe distinct patterns. Expected distinctions include a higher emphasis on research in university divinity schools as well as higher financial aid awards. These two characteristics reflect the nature of universities as a whole. Freestanding schools have greater flexibility in making decisions about the disbursement of their resources. Because the allocations process in university divinity schools in the categories of Academic Divisions and Operation & Maintenance of Physical Plant vary greatly, it is not possible to compare the two columns. Schools are encouraged to make comparisons by their own university relationship type.

TABLE 5.07

Purposes of Gifts for Current Operations by University Relationship of School (in US$ Thousands)

		Integral to University	Independent/Freestanding
Unrestricted			
	Avg	617.2	825.8
	Median	188.0	492.4
Academic Divisions			
	Avg	93.2	29.9
	Median	1.2	0.0
Faculty & Staff			
	Avg	15.0	12.6
	Median	0.0	0.0
Research			
	Avg	81.6	13.4
	Median	0.0	0.0
Public Services			
	Avg	23.4	4.7
	Median	0.0	0.0
Library			
	Avg	16.4	5.7
	Median	0.0	0.0
Operation & Maintenance of Physical Plant			
	Avg	59.9	12.3
	Median	0.0	0.0
Student Financial Aid			
	Avg	162.4	96.6
	Median	30.4	22.1
Other Restricted			
	Avg	124.1	88.1
	Median	17.7	15.1
Integral to University Reporting:		25	
Independent/Freestanding Reporting:		180	

Table 5.08: Gifts for Capital Purposes by University Relationship

Table 5.08 displays information found in the second section of 5.04 by university relationship. Development programs within university-related schools are often integral to the university as a whole. Funds solicited for a university may or may not be specifically designated for the divinity school. Endowments for capital purposes appear to be much lower for university-related schools than for freestanding schools. Comparisons between the two university relationship types are difficult because of varying policies for disbursement of Capital gifts for Property, Buildings, and Equipment. Comparisons, however, are encouraged among individual schools and a specific university relationship type.

TABLE 5.08

Gifts For Capital Purposes by University Relationship of School (in US$ Thousands)

		Integral to University	Independent/Freestanding
Property, Buildings & Equipment	Avg	157.9	127.4
	Median	0.0	0.4
Endowment & Similar Funds			
Unrestricted	Avg	45.1	87.5
	Median	0.0	0.0
Restricted	Avg	188.6	294.5
	Median	92.6	46.0
Loan Funds	Avg	2.7	1.3
	Median	0.0	0.0

Integral to University Reporting: 25
Independent/Freestanding Reporting: 180